

THE LABOUR GAZETTE





The main argument for international unions is that the emergence of multi-national corporations calls for an international labour counterforce ... a move that would be sadly out of step ... Canada is moving toward a more conscious nationalism, and the U.S. seems to be turning toward neo-isolationism. See: Is Canadian-American Labour Solidarity Forever?

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NEWS BRIEFS

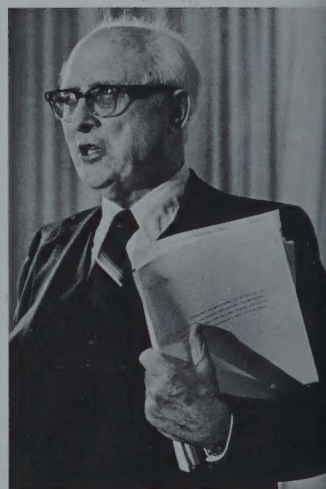
RAIL SETTLEMENT

■ Canada's 90,000 railway workers received wage settlements as high as 24 per cent in an arbitration award rendered by Mr. Justice Emmett Hall in January. The new two-year contract is retroactive to January 1, 1973.

Hall, a retired Supreme Court of Canada judge, was appointed to arbitrate the contracts of 56,000 non-operating employees, 20,000 shopcraft workers, and 14,000 trainmen after they staged a nation-wide rail strike last summer and were legislated back to work by Parliament. The Hall report was the product of 14 months of negotiations, several conciliation boards, and an attempt at mediation.

Hall awarded the workers higher settlements than those given in the back-to-work legislation. Parliament had given the non-operating employees, members of the Associated Non-Operating Railway Unions, a 1973 pay increase of 34 cents an hour, and a 1974 increase totalling 8 per cent; Hall awarded them 15 cents an hour more, and 9 per cent for 1974, for a total settlement of 24 per cent, thereby raising the average wage from \$3.54 in 1973 to \$4.39 as of January 1, 1974.

The shopcraft workers, members of the Shopcraft Federated Trades, had received from Parliament 1973 increases of 8.25 per cent and 1974 raises of 8 per cent. Hall's award was about 23 per cent for the two-year contract, raising their 1974 average wage to \$4.94 from the 1973 average of \$4.05. The trainmen, members of the United Transportation Union, also received a settlement totalling 23 per cent, giving them an average wage, as of January 1, 1974, of \$5.22 an hour, up from the 1973 average of \$4.25.



Emmett Hall

In addition to the overall wage creases, Hall gave an additional cents an hour to yard foremen, switcher operators, helpers and car retarder operators—employees considered to be performing the hardest and dirtiest of all railway jobs. As well, Hall introduced shift differential into the contracts

granting a 10-cent an hour premium for workers on evening shifts, and 15 cents an hour for those on night shifts.

Hill concentrated on wage settlements, and he accepted the unions' demands about their need to catch up with inflation and the cost of living, and the wage hikes being won in other industries. He did not rule on other issues, such as job security or the contention over railway management that rear-end picketmen could be eliminated on trains. Instead, the union and the railways, including CP Rail, Canadian National, and nine smaller companies, were instructed to return to the bargaining table and come to an agreement by June 30.

The railways estimated the cost of Hill's settlement at close to \$100,000,000, including all wage gains and fringe benefits. They argued that they could not afford to pay the new rates because the 1973 economic conference in Calgary had reached an agreement that froze freight rates until early 1975. But Hall concluded that the rate freezing was done "in the national interest as part of the national policy," and that "employers should not be asked to subsidize a national purpose." Instead, said Hall, the railways should seek government subsidies. Negotiations between the unions and the railways for a new contract will begin this fall.



Thomas Eberlee

NEW LABOUR DM

■ **Thomas Eberlee**, 43, a former newspaperman who holds the distinction of being the youngest deputy minister in Ontario's history, **has been named federal Deputy Minister of Labour** to succeed Bernard Wilson who recently retired. Eberlee, currently Ontario's Deputy Minister of Community and Social Services, assumes his new duties in Ottawa on May 1.

Born in Toronto, Eberlee received a Bachelor of Arts degree from the University of Toronto in 1951. He worked as a reporter for **The Toronto Star** and spent several years writing from the Parliamentary and Queen's Park Press Galleries.

In 1958 he was appointed an executive officer in the Ontario Department of Economics and Development. From 1959 until 1962, he served as assistant secretary and labour specialist in the Conservative Government of Leslie Frost; and, in July 1962, he was

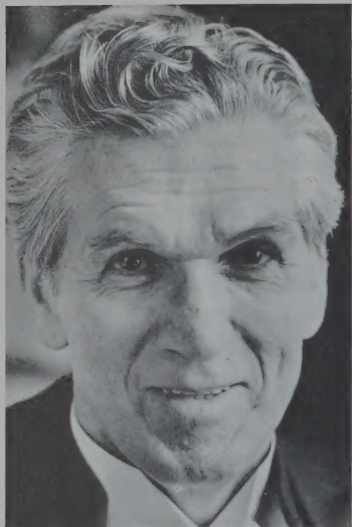
named assistant deputy minister of labour. He served as secretary to several commissions, including the 1961 Goldenberg Commission, which examined labour-management problems in the Toronto construction industry.

As assistant deputy minister, Eberlee's main responsibilities were safety, industrial training, and labour standards. From 1962 to 1963, he was secretary of the Legislature's Select Committee on Manpower Training; and, from 1964 to 1966, he was associated with the re-writing and implementation of the Ontario Apprenticeship Act, the Operating Engineers Act, and industrial safety legislation.

In 1966, **Eberlee made Ontario history when he was appointed deputy minister of the Ministry of Labour at the age of 35.** He remained in that post until December 1971, when he became Deputy Minister of Community and Social Services.

As an advocate of human rights, **Eberlee has played a leading role in the Ontario Human Rights Commission since its inception in 1960.** He is committed to serving social goals such as improved minimum standards and the welfare of individual workers. As a troubleshooter he contributed to settlement of the year-long strike at Toronto's Royal York Hotel in 1962. He is also skilled in industrial relations at its highest level, and is considered a champion of the underdog and of trade unionism.

Eberlee is married and has a daughter and a son.



Bora Laskin

NEW CHIEF JUSTICE

■ Bora Laskin became Chief Justice of the Supreme Court of Canada in January. A well-known labour arbitrator and conciliator from 1942 to 1965, he has published articles on the legal status of trade unions in Canada, a selection of cases and material on labour law, and he headed a 1963 commission of inquiry into the Ontario Industrial Standards Act.

Born in Fort William (now Thunder Bay), Ontario, Laskin received his university education at the University of Toronto, earning a Bachelor of Arts in 1933, a Master of Arts in 1935 and a Bachelor of Legal Letters in 1936. He was called to the Bar of Ontario in 1937 and that same year received his Master of Legal Letters from Harvard University.

From 1940 to 1945, Laskin was assistant professor of law at the University of Toronto Law School. He lectured in law at Toronto's Osgoode Hall Law School from 1945 to 1949; from 1949 to 1965, he was a University of Toronto law professor. Laskin was appointed to the Supreme Court of Ontario in September 1965 and to the Supreme Court of Canada in March 1970.

PROTECTION FOR WORKERS

■ An adjustment assistance program for older employees in the footwear and tanning industries, providing pre-retirement benefits of up to \$80 weekly to eligible workers, has been announced by Labour Minister John Munro. Designed to compensate older workers displaced because of the implementation of a new footwear and tanning industries strategy initiated by Industry, Trade and Commerce Minister Alastair Gillespie, the program is meant to help the industries become more competitive by upgrading workers, and modernizing the plants and facilities.

The adjustment assistance program, similar to one already in operation for workers in the clothing and textile industries, **will aid workers between 54 and 65 years of age** who have at least 10 years employment in the tanning or footwear industries and have no prospect of employment. They must be employed by a firm that

lays off 10 per cent of the plant's workers, or 50 employees, whichever is the lesser, and be certified by the General Adjustment Assistance Board as being laid off owing to the implementation of the plan to upgrade the plant.

Munro said that many displaced workers can be aided in adjusting to new employment through the job placement, counselling, retraining and relocation services available from the Department of Manpower and Immigration. **But older workers face special problems like unforeseen early retirement.**

According to the Anti-Dumping Tribunal of April 1973, he stated total employment in the leather footwear industry in 1971 was 17,800 workers—9,500 employed in Québec, and 7,700 in Ontario. Between 1961 and 1971, total employment in the industry dropped by 18 per cent. Whether or not this situation can be improved will depend on the industry's ability to adjust to changing conditions, and to introduce technological improvements, greater degrees of specialization, and more rewarding jobs.

The assistance benefits will be payable to those workers 54 to 65 years old who have been employed in the industry for 10 years during the 15 years preceding the layoff, and who have exhausted their unemployment insurance benefits. They must also be certified as having no employer prospects, or as having accepted employment with earnings less than their previous average weekly earnings in the industry.

This mental preparation is necessary for the moment of reckoning—the moment when the patient must imagine himself at work on the day of the accident. Step by step, the patient sees himself re-enact the events preceding the accident. Some patients recoil visibly; others grapple with their emotions. But, if the preparation for the moment was proper and complete, **the power of positive imagination wins**, and the patient sees himself at the spot where the accident happened. He mentally re-hears the sound of the rock crashing down on him; or the wind in his ears as he fell; or the explosion. **The moment passes; the phobia has been met, defeated.**

The phobias and fears treated by Bock and his colleagues are as varied as the accidents that create them. An Italian immigrant survived a fire, but his nightmares were about a train he imagined crashing down on him, while his legs were too heavy for him to

move. Another patient had been repairing a defective rubber tractor tire; it exploded, and he flew into a concrete wall and was knocked unconscious. His injuries—loss of teeth, a broken jaw, seven broken ribs, an arm with multiple fractures—were corrected. But when he saw a wheelbarrow with a rubber wheel, he was seized by an almost uncontrollable anxiety.

"We had a patient who was at work on a freighter when it unexpectedly keeled over at dockside," Bock continued. "A steel girder, fixed to the hull during repair work, caught him and carried him into the water. Until a rescue team reached him, he spent several minutes alone in the water, expecting to die. Until he could be relieved of his post-traumatic hydrophobia, he wouldn't even go near the orthopedic pool in the Centre."

Half the phobic patients treated at the Centre suffer from fear of heights; many worked on the steel superstructures of buildings, and

some had fallen as many as five storeys. For these and other patients, the Centre has "final testing facilities," where the men can put themselves to the ultimate test of being in a controlled situation similar to the one that caused their injuries. For people grappling with their fear of heights, there are ladders and catwalks in the boiler room. On the grounds are two telephone poles for injured hydro employees. Convalescent railway workers can pump a handcar on a standard track located on the grounds. Workers, like miners, who are claustrophobic, can use the corridors running through the boiler room and service areas.

As is always the case when attempting cures, there are inevitably some failures. Bock talked about a young taxi driver who had been knifed. "He had 17 stab wounds in the neck and shoulders. He came to us with multiple phobias, many originating in his unhappy childhood. We tried to prepare him for driving the cab again, and eventually we tested him, with one of us sitting in the back seat of the car he was driving. He nearly rammed one car, and he sideswiped another. There wasn't much we could do for him."

The workers who have been relieved of their phobias are given Bock's phone number, with instructions to call collect, any time, if the need arises. To the credit of Bock and his staff, the calls are few and far between.



CAN LABOUR OVERTAKE INFLATION IN THE 1974 WAGE-PRICE RACE?

To many observers, 1973 was the year that saw some of the toughest labour bargaining in Canada's history, characterized by **labour militancy, long strikes in key industries and essential services, high unemployment, and the steepest inflation increase since the Korean War.**

Several big strikes stood out in the public's mind: the non-operating railway employees' series of rotating strikes and the one-week walkout that halted train and ferry service in Canada; paralyzing strikes in the pulp and paper industry that caused an estimated newsprint production shortfall of 600,000 tons and higher prices; the elevator constructors' strike that started in 1972 and continued into 1973, halting millions of dollars worth of construction; the aircraft

machinists' strike that hit Air Canada for 16 days and CP Air for two months; the 68-day CUPE strike in Hamilton, during which garbage piled up throughout the city; and the walkout by Edmonton's transit drivers that started in November of last year and continued into 1974.

The right-to-strike question was debated as the federal Government legislated the railway non-operating employees back on the job; and the Ontario Government came close to passing a bill that would have withdrawn the right to strike from that province's teachers.

The 1974 bargaining calendar is not as heavy as that for 1973, although 275 major agreements covering 600,000 workers in units of more than 500 employees or more are up for renewal.

The major contracts to be negotiated—contracts that will affect great segments of the public at municipal, provincial and federal

levels in 1974 or early 1975 should negotiations fail and strikes resume—cover Canada's 30,000 postal clerks and letter carriers; municipal and transit workers in Toronto, Montreal, Winnipeg, Ottawa, Calgary, Windsor and London; 25,000 retail food store employees in major food store chains operating



several provinces; school teachers in Alberta and Québec; woodworkers, longshoremen and construction workers in British Columbia; non-medical hospital workers in B.C., St. John's, Niagara Falls, St. Catharines, Kingston, Hamilton, Windsor, Scarborough, Ottawa and St. Boniface, Manitoba; firefighters in Montreal and other municipalities; and again, the non-operating railway employees.

Negotiations for these and many other contracts are expected to focus on wage increases, job protection against technological change, and improved fringe benefits such as pensions and overtime. Wages will probably be the main stumbling block to settlements, with the unions demanding more money to compensate for the high rate of inflation, and employers trying to hold down wages in an attempt to control inflation.

In October of 1973, the average weekly wage for about 4,000,000 Canadian workers—whose earnings are used by Statistics Canada to compute wage figures—was \$165.56, an increase of 7.9 per cent from October 1972. But during the same period, the Consumer Price Index rose an average of 8.7 per cent. It is for this reason that CLC resident Donald MacDonald advocated, in late 1973, "increased militancy at the bargaining table" (1974)." According to CLC calculations, "The real purchasing power of the average worker, both organized and unorganized, has



been steadily declining since the end of 1972. By the third quarter of 1973, the average worker's real earnings were \$7.50 a week less than in the fourth quarter of 1972, and were back to their level of the fourth quarter of 1970. This was a drop of 5.1 per cent in purchasing power for the people who can least afford it."

In late 1973, Prime Minister Trudeau voiced optimism and hope regarding this year's economy, whereas **organized labour was more concerned about food costs, higher gas and oil prices, increased housing costs, and the rising cost of living generally.** Higher fuel prices in December were a major factor in forcing inflation to its highest level since 1951. Food costs escalated 17 per cent last year, clothing, 5.9 per cent; housing, 7.2 per cent; transportation, 5.9 per cent; and recreation and reading, 4.9 per cent.

The expectation is that these higher costs will be reflected in union demands for higher salaries. The Ontario Retail Council of the Food and Allied Workers, which represents food and warehouse employees, and which will be negotiating new contracts for thousands of Ontario employees, has taken note of 1973 salary boosts won by Québec food store workers: 16 per cent the first year, and 13 per cent the second year in a two-year contract. Local 43 of the Canadian Union of Public Employees, representing 4,000 outside civic workers in Metropolitan Toronto, is thinking in terms of a 17 per cent increase in a one-year agreement; and in Montreal, municipal workers in the Confederation of National Trade Unions, are negotiating their 1974 contract on the basis of a 20 per cent pay hike. **Many unions will be looking also for cost of living clauses, as well as provisions for drug and dental plans, shorter hours, better pension plans, and improved vacations.**

These **pay requests may not be too far off the average of other 1974 wage settlements**, according to economists. The Canadian Labour Congress has suggested that average pay gains will be 10 per cent, and Wood Gundy Limited, an investment firm, has forecast increases of 11 per cent. J. D. Parish, an Economic Advisor for the Bank of Montreal, has declared that 1974 pay increases of 10 per cent will be conservative.

One province that could be severely affected by labour militancy this year is **British Columbia**. **About 190,000 workers are negotiating new contracts**, with almost half of these men employed in the three key industries of construction, forestry, and longshoring. The president of a Vancouver local of the International Woodworkers of America has predicted that contracts signed this year will have to provide pay increases of from 12 to 14 per cent; and the

president of the B.C. Employers' Council has stated that 1974 could be potentially a difficult year in labour negotiations: **"The probability of widespread labour conflict in B.C. is unquestionably greater than ever before."** Len Guy, Secretary-Treasurer of the B.C. Federation of Labour, has said that there will be many walkouts if management does not realize what inflation has done to workers' incomes and is not prepared to offer high salary increases.

The United Steelworkers of America are experiencing a relatively light year. Major negotiations will be with the can manufacturers, the Sydney Steel Corporation (employing 2,600 workers), and three operations in B.C.'s Cominco mine, mill and steel mill works (employing 3,700). The United Automobile, Aerospace and Agricultural Implement Workers union settled with the three major North American automobile makers in

1973 and can now devote its energy to settling with American Motors in Brampton, Ontario, car feeder plants, farm implement makers such as Massey-Ferguson and International Harvester, and the Douglas Aircraft Company in Toronto, which employs 4,600 workers.

In addition to the postal clerks and letter carriers, **transportation and communications employees who will be negotiating new contracts include:** 1,175 Air Canada pilots; 23,000 telephone employees in Ontario and Quebec, 7,500 in B.C., 1,000 in New Brunswick, 3,200 in Alberta, and 2,300 in Manitoba; CP Air's 900 dispatchers, clerks, and passenger agents; 5,200 workers and 1,200 marine engineer officers of the Canadian Lake Carriers' Association employed on the Great Lakes and the St. Lawrence Seaway; 3,100 longshoremen in Montreal, Québec City and Trois Rivières; 1,900 employees of the Saskatchewan Wheat Pool in grain elevators throughout Saskatchewan, and in Thunder Bay, Winnipeg and Vancouver; and 1,700 railway clerks of the Manitoba Pool Elevators and other associated grain elevators.

Another **12,300 workers in five major meat packing and processing companies** in 30 plants across Canada **will be renewing contracts this year**. In mid-summer, Ontario's pulp and paper companies will be back bargaining with the lumber and sawmill section of the United Brotherhood of Carpenters and Joiners of America to negotiate contracts for 3,200 woodworkers. Later in the summer, the International Brotherhood of Teamsters will be bargaining for 7,000 truck company employees in Ontario's trucking industry.

T.S.W.



THE 1974 BARGAINING CLIMATE IN THE U.S.—A ROUGH YEAR PREDICTED

Though 1973 was a relatively peaceful year on the labour-management front in the United States, 1974 is shaping up as far less tranquil, with **difficult bargaining and increased work stoppages expected.**

The peace in 1973 was marked not only by an unusually low incidence of strikes, but also by a remarkable restraint in wage demands—perhaps because strikes are proving too costly, perhaps because cost-of-living clauses help to cushion the impact of inflation, or perhaps because of the constraints of official wage curbs.

Few labour experts believe, however, that the industrial peace can be maintained in 1974 in the face of a sharp rise in the cost of living—manifested particularly in soaring food prices—that has whittled away all the real gains made by workers. Consumer prices increased by more than 8 per cent in 1973, and toward the end of the year, they were soaring at an annual pace of nearly 10 per cent. **In addition to the problem of surging inflation, the upcoming contract negotiations will be influenced by the extent of unemployment that develops from the energy crisis and by the eventual fate of the Government's economic controls program.**

A continuing fuel shortage is certain to affect the negotiating stance of corporate managements that see profits squeezed by supply shortages, cost increases, production cutbacks, and in some industries, reduced consumer demand. The trucking industry is one of the most immediately affected. Others facing hardships in the form of reduced earnings or worker layoffs include auto manufacturing, aviation, retail sales and resorts.

Union leaders warned earlier this year that neither they nor their rank-and-file are prepared to accept quietly any additional economic sacrifices imposed by the energy shortage. They are almost unanimous in declaring that the forbearance of workers has reached breaking point.

Another important factor determining the attitude and behaviour of unions this year is a **deep concern approaching fear among workers that the Government is unwilling or unable to look after their interests** as jobholders and consumers. Some observers see the protracted Watergate affair and its impact on the ability of the President and his Administration to govern effectively as a probable spur to labour militancy in forthcoming negotiations. "When government abdicates its responsibility then it is every man for himself," asserted Nat Goldfinger, the AFL-CIO's research director. He recently predicted that "mismanagement" of the energy situation and the economy in general would lead to a recession coupled with another explosion in prices. AFL-CIO economists are also predicting that unemployment will rise to as much as 7 or 8 per cent of the workforce.

Widespread unemployment during a recession would normally be expected to ease pressure for high wage settlements, say experts in labour relations. Workers hesitate to go on strike if jobs are hard to find. But the prevailing social and political mood of America is not likely to encourage moderation. It should also be noted that the recession of 1970 had little moderating effect on either wage settlements or strikes.

Bargaining talks may be further complicated by uncertainty over the fate of wage and price controls. The legislative authority for Phase IV controls ends April 30 and it is difficult to predict whether they will be continued, modified or—as labour and business recommend—dropped completely.

Union leaders are flatly opposed to continuation of the Government's stabilization policies because they believe that controls, as administered at present, have restrained wages but allowed prices, profits and interest rates to soar.

More than five million workers—half a million more than in 1973—are covered by contracts that come up for negotiation or re-opening this year, many in vital sectors of the economy such as steel, aluminum and can, aerospace and communications, coal mining, railroads and longshoring. In the past, negotiators in these industries have often failed to reach agreement, with consequent strikes and occasional invocation of the Taft-Hartley Act.

The large number of employees affected by contract talks in 1974 is partly the result of a **new strategy** adopted by some unions—**signing only one-year agreements.** Unions in construction and railways are among those switching to the shorter pacts. Only an estimated 250,000 workers, however, are covered by continuing long-term contracts that contain provisions permitting them to be re-opened the way the

Teamster's contract was re-opened recently; the union was seeking extra raises to offset wages lost because of limitations on highway speeds imposed by the fuel shortage.

During 1973 labour-management negotiations, union leaders generally settled for less than their members wanted. Instead, they concentrated on noneconomic issues such as limiting compulsory overtime and improving plant conditions. But for many unions those non-economic issues are expected to take a lower priority this year in the face of a tightening financial squeeze. "It is inevitable that intense wage pressures will break out," said the AFL-CIO's Nat Goldfinger. **Workers are determined to win wage increases that at least keep pace with price increases.** They would all need a raise of at least 7 per cent to insulate them against this year's expected inflation.

The most significant bargaining the year is expected to be between America's 10 biggest steel companies and representatives of the **United Steelworkers.** Though the latter are assured of at least a 3 per-cent pay boost for each year of the new contract, union officials said earlier this year that they will disregard the Administration's current anti-inflation guideline limiting wage increases to 5.5 per cent. "Steelworkers are entitled to

very substantial wage increase to reflect increases in productivity in our industry and the sharp rise in the cost of living," union spokesmen declared.

In order to avoid strikes and lockouts, the Steelworkers and the companies have pledged to submit any unresolved issues to **binding arbitration if agreement is not reached by April 15**. A panel of arbitrators chosen by the two sides will then have until July 10 to decide on the disputed issues.

In addition to higher wages, the union is demanding an improved cost-of-living formula providing additional money as prices go up, better pensions, a shorter workweek, and job security against layoffs related to the energy crisis.

Negotiations between the **United Mine Workers** and the Bituminous Coal Operators will be another pivotal round of bargaining. The miners, led by Arnold Miller, who

will be negotiating his first contract as the union's president, are determined to win large concessions from management when their present contract expires in November. They are asking for higher wages and pensions, a new cost-of-living clause, and shorter working hours. For the first time, the union is allowing its locals to ratify or reject the negotiated terms.

The **Communications Workers** can also be expected to push hard for as much as they can get. Joseph Beirne, the union's president, is reportedly on shaky ground and needs a generous settlement. In 1971, shortly before the wage-price freeze, he settled for a contract that enraged many of his members.

While wage increases in new contracts edged downward slightly in 1972 and 1973, **fringe benefits** in the various packages rose significantly, and this trend is likely to continue. So is the effort to incorporate **more cost-of-living clauses** in agreements with industries that do not have such arrangements. Escalator provisions were included in pacts covering more than 30 per cent of workers involved in 1973 settlements. About 40 per cent of all unionized workers in the U.S. are now protected in this manner against inflation.

A growing number of union officials are also taking second looks at settlements they made in the past year or two. Said one observer: "They are fond of quoting Walter P. Reuther, the late president of the United Auto Workers, who once re-opened a wage contract (even though it did not contain a re-opener clause) by proclaiming it to be a 'living document'. In the current climate of political and economic instability in the U.S., many contracts could turn into 'living documents' this year."

G.S.

■ As the **Gazette** goes to press the United Steelworkers of America and the three major aluminum companies announced that they had reached new 40-month agreements providing for voluntary retirement at the age of 62 with full pension, and cost of living supplements. The settlements also provide for wage increases totalling 69.7 cents an hour—about 15 per cent over the term—a new cost of living formula, and improved fringe benefits. The aluminum contracts are expected to set the pattern for the steel industry. Details will appear in the April number of the **Gazette**.

PROGRESS REPORT ON THE STATUS OF WOMEN

Pledging support for the removal of discrimination and promotion of equal opportunity for women in all fields of Canadian life, John Munro, Minister of Labour and Minister Responsible for the Status of Women, tabled a report in the House of Commons on December 17.

In presenting the report, the Minister told the House that one of the most important steps the Government had taken was the establishment of a network of positions whose responsibility was to advise the government on matters concerning justice for women in both their social and working endeavours.

At the centre of the network is the Office of the Co-ordinator, Status of Women. This office is located in the Privy Council, Social Policy Secretariat. The co-ordinator advises the Minister on the progress made concerning the status of women generally and monitors all government activities to ensure they are in accordance with general policy concerning fair play for women. **Programs and policies of several government departments within the network are slanted to improvement of working conditions for women. Besides the labour department's Women's Bureau, other government departments with special positions are:**

the Treasury Board, the Public Service Commission, the Departments of National Health and Welfare, Manpower and Immigration, Justice, Secretary of State and the Solicitor General's department. In addition, there are persons in several personnel divisions of departments and agencies who are responsible for equal opportunity for women.

The Advisory Council on Status for Women—created in 1973—has already produced a number of reports, and its presence felt both by the Government and the general public.

ymptomatic of the gravity of the nursing crisis is the **high rate of turnover** in the profession. A report recently issued by the International Nursing Foundation in Japan highlights the problem of drop-outs. The average age of professional nurses in 1970 was 38, and most of them left after eight years of service. The average age of nurses without a diploma was 28, most of whom left the profession after four years. A major hospital centre in France found that in six years, 90 per cent of its nursing personnel had left, and that 75 per cent of the nursing staff between the ages of 21 and 27 had dropped out after an average period of six years' service.

A recent nationwide survey in France—typical of the situation that can be found all over Europe and beyond—reported an immediate need for 50,000 more nurses. The problem is only marginally less severe in other industrially advanced countries. In North America, there are 50 nurses for every 10,000 people. The comparative figures for the USSR are 41; for Europe 28.5; for Asia 5.5 and for Africa 4.5. The shortage of nurses in such areas as Latin America (2.3 per 10,000 population) and in the Caribbean (2.3 per 10,000) could become a major threat to the health of the people, if nothing is done to change the situation.

Why do so many nurses leave their profession? For one thing, there and more is required of them in terms of skill, knowledge and understanding. To become a professional nurse may demand up to four years of intensive study; to qualify as an auxiliary nurse, up

to three years. Yet the pay of a nurse may often be below that of a junior secretary taking her first job, or a young school teacher. And while the 40-hour week is standard practice in a number of developed countries, it is not uncommon for nurses to work a 54-hour week and more—often without overtime pay. As the report comments, how can the number of working hours be defined when nurses are often expected to be on call 24 hours a day?

The report leaves no doubt that until the infrastructure of the nursing profession is changed to bring it into line with the modern world, the crisis will continue and even worsen. Urgently needed are better pay, better working conditions, improved social and economic status, and such elementary rights as collective bargaining. And of equal importance, a working framework that gives nurses adequate job satisfaction, and a voice in decisions affecting their profession. It is often on the quality of nursing care and the nurse's devotion to duty that the life of the patient depends.

(The foregoing was condensed from **ILO Information.**)

■ Participants at a recent meeting in Geneva sponsored jointly by the International Labour Organization (ILO) and the World Health Organization (WHO) drew up a **"code of good practices applicable to nursing personnel** that should in future serve as a guide for governments, employers and workers."

About 40 experts, representing governments, employers, trade and professional organizations, said that extreme shortages, serious maldistribution and poor utilization of nurses are among the major obstacles to the development of effective health services in many parts of the world. International action should therefore have two objectives: to ensure provision of a nursing service appropriate to the needs of a community; and to give nursing personnel an economic and social status that reflects the importance of their role in health care.

The experts recommended that a governmental body be created in each country to license nurses, and that nursing legislation set minimum requirements for education and practice, with the aim of protecting both nurses and the public. Temporary and part-time personnel should enjoy the same social and legal protection as full-time personnel.

The experts thought it essential that basic nursing education be conducted in educational institutions within the framework of the general education system, and that sufficient means and resources be allocated to post-basic and post-graduate education. Nursing personnel should have opportunities of updating their training or receiving continuous or further education, including paid educational leave.

Because of the physical and emotional stress, health risks and inconvenient hours in the nursing profession, work should not exceed an average of 40 hours a week. Daily hours of work should normally not exceed eight hours,

but in any case should not exceed twelve hours, including overtime. Annual leave should not be less than four weeks, and specific rights to sick leave and maternity leave should be laid down.

Levels of pay should compare favourably with those of other professions requiring equivalent qualifications and carrying similar responsibilities. Moreover, the minimum salary of nursing personnel should be raised to a level that would attract and retain people in the profession. All overtime work—a frequent obligation for nurses—should be compensated either in time off or in extra pay.

The experts recommended also that all conditions of employment, including remuneration and fringe benefits, be determined through collective bargaining and that they be covered by the provisions of international conventions on freedom of association, the right to organize, collective bargaining, and the right to strike.

■ Although a quarter of a century has passed since the adoption of the United Nations Universal Declaration of Human Rights, there are still many countries where people do not enjoy basic human freedoms. The main problem is in effectively applying international standards. If a sovereign State ignores an international convention, what can be done about it?

Implementing a human rights convention is quite different from enforcing a treaty between nations, which can usually be done by various types of sanctions. The human rights convention, however, is between the individual and his own community. If broken, the confrontation is between man and the overpowering authority of the state.

This type of treaty was scarcely known before 1906, when the Bern Conference secured the agreement of 13 nations to restricting night work for women and prohibiting the use of certain poisonous substances in manufacturing processes. But the problem of enforcing the Bern Conventions had not been worked out by the time of the outbreak of World War I. It was not until the International Labour Organization was founded in 1919 as an integral part of the League of Nations (it is now a specialized agency of the UN) that the world community made a concerted attempt to establish the individual's basic rights by international agreement.

The ILO works through representatives of governments, employers and workers, who together draw up and implement international standards. For more than 53 years, the Geneva-based organisation has worked out procedures for supervising international conventions, with fairly satisfactory results. Many of these conventions cover matters such as hours of work, fair wages, and safety regulations. Others lay down fundamental human rights within the

ILO's province—freedom of worker and employer association, freedom from forced labour, from discrimination in employment, and the right to a livelihood.

States that have ratified ILO Conventions are required to report their progress at regular intervals. These reports are carefully scrutinised each year by the ILO Committee of Experts on the Application of Conventions and Recommendations, a body of high-ranking jurists from all parts of the world. The Committee reports on countries that may be violating ILO conventions.

Its findings are reviewed by a special tripartite Committee of the International Labour Conference where the representatives of workers, employers and governments discuss the remedial action required. Member States persistently ignoring their obligations may be placed on a special list by the conference. This practice by itself has secured the amendment of a country's laws or practices in hundreds of instances. In its 1973 report, the Committee of Experts mentioned some 70 cases where changes in national law or practice had been made as a result of this procedure. Ten of them concerned basic human rights—only one case in Africa, four in the Americas, three in Asia, one in Western Europe and one in Eastern Europe.

Other procedures may be set in motion when necessary. A member state may lay a complaint of non-compliance against another member regarding a convention that both have ratified, with a request for a Commission of Inquiry. This procedure has been invoked twice in recent years.

connection with allegations of forced labour. Both inquiries—in Portuguese Africa and Liberia—led to changes in the law.

Delegates to the Conference may also file complaints; in fact, complaints by workers' representatives led to a Commission of Inquiry into the trade union situation in Greece. In addition, workers' or employers' organisations may make representations to the ILO concerning alleged infringements of Conventions, and this procedure, too, has been used a number of times.

Special ILO machinery has been set up in consultation with the UN Economic and Social Council for examining alleged abuses of freedom of association. Complaints may be filed against States whether or not they have ratified ILO Conventions on the subject. Such allegations are analysed by the ILO Governing Body's Committee on Freedom of Association, composed of three government, three employer and three worker representatives. This Committee examined more than 700 complaints in its first 20 years, in many cases with positive results. Particularly intractable situations may be referred to a Fact-Finding and Conciliation Commission. The Commission in 1965 proposed far-reaching changes in industrial relations in public employment in Spain.

The influence of these supervisory techniques is felt in all parts of the world. After one country of Western Europe ratified the Abolition of Force Labour Convention, the Committee of Experts drew the Government's attention to provisions in its maritime laws which authorised imprisonment of merchant seamen for certain breaches of discipline. In a reform of the law in 1970, the features criticized by the Committee were eliminated. A Far Eastern country in 1968 repealed legislation that had permitted compulsory labour for public works, after adverse comments had been made on the law by the Committee of Experts. A country of Eastern Europe in 1970 withdrew a decree under which workers might be directed to employment by a people's council, after it had been pointed out that the decree violated an ILO Convention. At the same time and for the same reason, a Mediterranean country repealed laws that prohibited hotel workers from quitting their jobs without permission of the public authorities.

Encouraging as the results often are, nobody would claim that the problem of implementing international standards and obligations concerning human rights has been solved. The effectiveness of ILO action still depends on the co-operation of member governments. Obviously, the basic need is to strengthen that co-operation. Within the United Nations system, habits of co-operation are stimulated by the ever-present need to grapple with social, economic and technological problems, despite political and ideological differences.

■ Last year marked the 25th Anniversary of the adoption of the Universal Declaration of Human Rights by the UN General Assembly. During the more than half century of its existence, the ILO has adopted a number of Conventions to promote freedom, dignity and equality for all men.

Among the most important ILO standards in this field are the following:

RIGHT OF ASSOCIATION (AGRICULTURE) CONVENTION, 1921 (No. 11) This is an early Convention which lays down that land-workers must have the same trade union rights as industrial workers. Ratifications at the end of November 1973 totalled 89, out of 123 member States.

FORCED LABOUR CONVENTION, 1930 (No. 29). Requires the suppression of forced or compulsory labour in all its forms within the shortest possible time. Certain exceptions are permitted, such as military service, convict labour, emergencies such as wars, fires, earthquakes. Ratifications, 106.

FREEDOM OF ASSOCIATION AND PROTECTION OF THE RIGHT TO ORGANIZE CONVENTION, 1948 (No. 87). Establishes the right of all workers and employers to form and join organisations of their own choosing without prior authorisation, and lays down a series of guarantees for the free functioning of organisations without interference by the public authorities. Ratifications, 80.

RIGHT TO ORGANISE AND COLLECTIVE BARGAINING CONVENTION, 1949 (No. 98). Provides for protection against anti-union discrimination, for protection of workers' and employers' organisations against acts of interference by each other, and for measures to promote collective bargaining. Ratifications, 94.

EQUAL REMUNERATION CONVENTION 1951, (No. 100). Calls for equal pay for men and women for work of equal value. Ratifications, 79. Supplemented by Recommendation No. 90.

ABOLITION OF FORCED LABOUR CONVENTION, 1957 (No. 105). Prohibits the use of any form of forced or compulsory labour as a means of political coercion or education, punishment for the expression of political or ideological views, workforce mobilisation, labour discipline, punishment for participation in strikes, or discrimination. Ratifications, 90.

DISCRIMINATION (EMPLOYMENT AND OCCUPATION) CONVENTION, 1958 (No. 111). Calls for a national policy to eliminate discrimination in training, access to employment and working conditions, on grounds of race, colour, sex, religion, political opinion, national extraction or social origin. Ratifications, 82. The Convention is supplemented by a Recommendation, also, No. 111.

EMPLOYMENT POLICY CONVENTION, 1964 (No. 122). Calls for pursuit of a national policy aimed at promoting full, productive and freely chosen employment. Ratifications, 49.

(The foregoing was condensed from **ILO Information**.)

■ Canada has ratified four of six ILO human rights Conventions and has complied with a fifth. The sixth is Convention No. 98, Right to Organize and Bargain Collectively; Canada is basically in compliance except for the exclusion in some jurisdictions of agricultural workers and professional workers from industrial relations legislation.

Canada has complied in large measure with the industrial relations Convention, although ratification does not appear feasible. Of the two labour administration Conventions, Canada has ratified one and is in general compliance with the other, though ratification may not be possible.

In the field of employment policy and services Canada has ratified two of the four Conventions and is in compliance with a third. The fourth, dealing with fee-charging employment agencies, contains provisions which make it unacceptable as a target for ratification by Canada.

In the labour standards field, Canada has ratified only two of the 14 Conventions listed. Ratification of two others is under consideration. There is substantial compliance with four others. Canadian legislation does not match the requirements of the two Conventions on medical examination of young persons, of the two Conventions on night work of young persons, or the Convention on maternity

protection. Although some improvements in the Canadian position might be desirable, these five Conventions do not appear to be appropriate targets for ratification. The remaining labour standards Convention provides for three week holidays with pay after one year of service, a standard that has not yet been met in any Canadian jurisdiction, nor in many collective agreements.

Canada has not yet ratified any of the social security Conventions although its standards of social security are relatively high. Some of the Convention appear to be unduly lengthy and detailed. Nor has Canada ratified any of the Conventions on safety and health, although the standards in most of them appear valid. There is substantial compliance with most of them, although improvements would be needed to permit ratification.

Regarding Conventions applying to special categories of workers, Canada has for many years given special attention to the Conventions on maritime workers and dockers since these workers come within federal jurisdiction. Canadian standards for seamen and dockers appear to be relatively good, and Canada has ratified nine of the seventeen Conventions. Ratification of others is being contemplated.

Canada does not comply with the requirements of the Convention on agricultural workers, but has complied substantially with the Conventions on fishermen, miners and indigenous and tribal populations. Ratification of some of these may prove feasible.

According to John Mainwaring, Director of the Canada Department of Labour's International Labour Affairs Branch, Canada's position on ILO Conventions cannot be fairly judged by the simple criticism that out of 138 Conventions Canada has ratified "only" 26. Mainwaring asserts that "138 ratifications is not a valid target, neither for Canada or for any other country." A more reasonable target is 66, he suggests.

In the second place, even some of the "modern" Conventions contain requirements that are not considered appropriate to Canadian conditions," Mainwaring adds. Unless revised, these Conventions cannot be regarded as targets for ratification by this country.

Thirdly, Canada is in substantial compliance with many of the remaining ones. Some of these may never be ratified, for technical or other reasons. Others may eventually be ratified following relatively minor changes in federal or provincial legislation.

Finally, however, there remain certain Conventions in which the ILO standard may be regarded as valid but not yet matched in Canada. Some of the Conventions on safety, social security and labour standards probably come within this category."

■ In its decision on complaints received from the International Federation of Free Teachers' Unions (IFFTU) and the World Confederation of Labour (WCL) against the Government of Quebec's handling of the general strike in April 1972 involving some 200,000 provincial public employees, the ILO's Committee on Freedom of Association has recommended that the ILO Governing Body:

- recall once more the importance it attaches to the principle that the prohibition or restriction of the right to strike in the public services or essential services should be accompanied by adequate guarantees, and by appropriate, impartial and speedy conciliation and arbitration procedures in which the parties concerned would be able to participate at all stages, and where awards in every case would be binding on both parties;
- suggest that Bill No. 89, if adopted in its present form, would not be conducive to the above recommendation; and
- express the hope that a satisfactory answer be found in the near future, and that the Government be good enough to keep the Committee informed of any positive steps toward a solution.

The WCL said that apparently the Government of Canada allowed the situation to develop in Quebec without intervening with sufficient authority and that all the steps taken by the unions involved, with a view to negotiating and reaching a peaceful solution, met with the intransigence of the Quebec Government and the inertia of the Government of Canada.

The Committee recalled that a judge of the Superior Court granted an injunction to end the strike in some fifty hospitals, and that legislation was passed ordering resumption of work throughout the public sector. If no agreement could be reached, the Government was to issue an Order-in-Council. The Committee reported to the ILO Governing Body, at the time, that in its opinion the injunction did not constitute a violation of trade union rights, but urged that the ILO Governing Body point out that restriction of the right to strike within the framework of the legislation should be accompanied by appropriate conciliation and arbitration procedures.

Canada ratified the Freedom of Association and Protection of the Right to Organise Convention, 1948, but not the Right to Organise and Collective Bargaining Convention, 1949.

50 YEARS AGO

■ Though young **immigrants from Britain, the United States and other countries** were in demand by many employers in Canada, the supply met only a fraction of employers' requirements, according to an article in the March 1924 number of **The Labour Gazette**. The article was based on a report published by the federal Department of Immigration and Colonization.

The number of young immigrants did not reach the desired total because of the high cost of transportation, and not because there was a shortage of available boys and girls for settlement in Canada. The number of British immigrants in the year ended March 31, 1923 was 34,508, compared with 39,020 in the preceding year, a decrease of 12 per cent; and the number of

immigrants from the United States was 22,007, compared with 29,345 in the previous year, a decrease of 25 per cent. Total immigration from other countries was 16,372 compared with 21,364 in the fiscal year 1921-22, a decrease of 20 per cent.

Referring to **immigration inspection at border ports**, the report stated that in the Eastern Division, extending from the Atlantic coast to Port Arthur, 23,535 persons sought admission as immigrants but 12,203, or 52 per cent, were rejected by inspectors. Of 9,692 applications in the Western Division, 854, or nearly 9 per cent, were rejected. In the Pacific Division, 32 per cent of 2,707 applications for admission were rejected. The number of rejections at ocean ports during the year was 632, of which 98 were British, 4 American, and 530 other nationalities.

The number of deportations after admission was 1,632 during the year 1922-23, compared with 2,044 in 1921-22. Of the former number 888 were British, 520 American and 224 other nationalities. On June 28, 1922, the Opium and Narcotic Drug Act was amended to provide for the deportation of aliens convicted under certain sections of the Act, irrespective of the acquisition of domicile under the Immigration Act. Subsequent to this date, 33 aliens who had served terms of imprisonment as drug addicts or peddlers were deported. At the end of the year there were 22 aliens under order for deportation and 25 persons still under investigation.

During the year, employers in the Pacific District filed 72 **applications for the admission of labour** that they claimed could not be procured in Canada to fill vacancies—a total of 451 positions. As a result of investigations by the Employment Service, 310 were refused, and the positions were filled by persons resident in Canada.

The commissioner of the Western Division claimed that there had been exaggerated reports circulated during the latter part of the year, stating that large numbers of persons were leaving Canada for the United States and Mexico. He pointed out that almost every year, as soon as building operations ceased in the West, a number of artisans, mechanics and labourers go to California, where the climate permits all-year-round construction, but that very few go with the intention of remaining. "The lure of plentiful work and high wages induced a large number to go the United States last winter during the building boom," the commissioner said, "yet many found, on arrival at their destination, that work could not be

found, and they returned to their homes in Canada." During the spring and fall, a number of Menonites, who refused to comply with the Provincial School Act, decided to emigrate to Mexico, but these had begun to return. The report of the Eastern Division noted that a large number of **deserters from ocean vessels** sought employment during the summer as seamen on the Great Lakes, and then returned to the ocean ports in the late fall. Many of these seamen remained in Canada, but it was impossible to check this traffic.

Referring to the **immigration of women**, the report stated that 4,700 British domestics were admitted during the year, of whom 2,129 were English, 542 Irish, 1,967 Scottish, and 62 Welsh. The provinces of Ontario and Saskatchewan, which had been advancing fares to domestics from Britain, claimed that the results were most satisfactory. Each provincial Government had a woman officer based in Britain who travelled about the country interviewing and selecting suitable women.

Saskatchewan received about 150 women in the fiscal year 1921-22 under the assisted-passage scheme.

The report stated that "it is necessary that all women coming to this country should be most carefully interviewed by a Canadian woman, in order that we may secure good citizens; also, there are certain classes, such as factory workers, that must be discouraged, because we already have an adequate supply of these workers in Canada." During the year, the Society for the Overseas Settlement of British Women sent 464 women to Canada. In all, 2,498 ex-service women were reported to have come to Canada since World War I on free passages granted by the British Government. "They are not afraid of hard work and are making good settlers," said the report.

IS CANADIAN-AMERICAN LABOUR SOLIDARITY FOREVER?

BY BOGDAN KIPLING

"Solidarity Forever" has been the labour movement's theme song for as long as any one can remember. Unionists sang it while fighting management goons in and out of uniform. Strikers invoke it to hold the ranks. Sympathy pickets chant it to stiffen the back of the underdog in an uneven contest. And it's the marching song at Labour Day parades.

Solidarity means different things at different times. On the broader stage, it is supposed to unite working people and their organizations across international boundaries. For obvious reasons of history, culture and geography, these **bonds of solidarity are supposed to be particularly strong between the Canadian and American labour movements.**

In practical terms, solidarity meant that established organizations such as the American Federation of Labor helped to unionize Canadian workers by extending financial, technical and moral assistance. The Congress of Industrial Organizations fought many of



Bogdan Kipling

battles simultaneously on both sides of the border. Several AFL unions have been in Canada for decades. The ties among some of the old warriors and unions are still strong, though now the accent is mainly on economic power, decidedly less on solidarity in the fraternal meaning of the word.

Judging by recent developments in Canada and in the United States, however, **solidarity of any kind between the two countries' labour organizations is waning awfully thin.** So thin, in fact, that there is a serious question whether any of it survives at all. Like or not, Canada and the U.S. are growing apart; and what may have been the right thing when relations between both countries were usually described in terms of "undefended frontiers" and "hands across the border" is not necessarily the right thing now.

Does Canada need international unions? Does it need the link that no longer binds? Are some Canadian unions holding on to American apron strings long after they should have let go? Are Americans all that eager to have Canadian affiliates—and if so, why?

In my view, Canadian unions ought to start operating on their own steam. I am not anti-American or intellectually opposed to international unions. Nor do I believe the frequently paraded propaganda of super-Canadians that American unions are bleeding Canada white by way of per capita payments. If anything, the balance over the years probably favours Canadian locals of international unions. But, in most cases, Canadian unions are now strong enough to ensure their own financial basis. They are perfectly capable of electing their own officers and running their own affairs. **The overwhelming reason why the international ties ought to be dissolved, however, is that the economic interests of both countries are diverging.**

Some American unions are probably holding on to their Canadian locals for the same reasons most organizations protect their integrity: they don't like change and they don't like letting go of any part of their empires. But down-to-earth reasons also enter the picture. In some cases, American union leaders could count on solid electoral support in Canada. This was true of Tony Boyle, the deposed president of the United Mine Workers, now facing trial for triple murder in the killing of his rival for power, Jack Yablonski, and his wife and daughter. United Steelworkers of America President I. W. Abel won his post with the decisive help of Canadian members. But these local and personal loyalties come and go. It is doubtful that Boyle would command much support in Canada now; and the next Steelworkers president may neither have nor seek votes in Canada.

The main argument advanced in favour of international unions by the CLC and many of its affiliates is that **the emergence of multi-national corporations calls for an international labour counterforce.** Union leaders say it is easier to deal with powerful corporations that operate in many countries when the employers know they can be hit in any one of them. This is said to be particularly true of companies operating in the U.S. and Canada. Taken to its logical conclusion, this means that Canadian and American unions should bargain as one. Taken one step farther, it means that the smaller Canadian union branches would have to abdicate all important decision making in favour of their big American parents, for smaller units seldom dominate bigger ones.

I don't think this is what Canadian unionists want or even think about. At any rate, **a move toward that kind of internationalism would be sadly out of step** with developments in both countries. **Canada is moving toward a more conscious nationalism, and the U.S. seems to be turning toward neo-isolationism.** Canadian workers are already rebelling against even some of the best-run international unions such as the USWA. In the U.S., **judging by the recent AFL-CIO convention,** the only thing unions are interested in is protecting their jobs and jurisdictions. **There is no evidence of concern about Canada** or its international unions' locals.

Canada's recent steps toward greater economic autonomy may be highly disappointing to those nationalists impatient for instant change. The New Democrats barely brought themselves to vote for the foreign takeover legislation. Many of the younger Liberals were disappointed with their own Government. Among the Tories, there are several in Parliament who would have gone much farther.

The Canada Development Corporation took nine years and several federal elections to hatch, and many persons are skeptical that it will ensure Canadian ownership of resources and industries. The CDC's mandate to be profitable, critics argue, condemns it to timidity. Nevertheless, the CDC made a successful bid for Texasgulf Inc., and thereby retrieved one of the richest base metal mines in Canada. The new national oil policy forced on the Trudeau Government by the energy crisis is based on the need for Canada's self-sufficiency. Oil now exported to the U.S. will have to be diverted to feed the pipeline to Montreal. The so-called "third option" for Canada's foreign policy is predicated on a gradual lessening of dependence on American markets. Rightly or wrongly, Ottawa decided that Canada must find more baskets for its export eggs—and Parliament acquiesced in that decision.

None of these policies is anti-American. They are merely designed to foster a greater degree of Canadian economic independence. But, even if some of these policies seem timid and belated to Canadians, that is not how they look to Americans. Seen from Washington or New York, Canada is audaciously nationalistic. The Texasgulf takeover dismayed investment dealers because a "government-owned outfit" as one commentator put it, dared to bid for a "private enterprise company."

The takeover act puzzles Americans, as any Canadian diplomat or journalist working in the States will readily attest. They are bewildered by what they think are "prohibitions" on foreign ownership in Canada. Even when it is explained that **Canada is not trying to "prohibit" but merely to control foreign ownership**, Americans find it difficult to take. They point out that foreigners are free to invest in the U.S.

The "third option" has everybody puzzled except the international trade experts. Most other Americans are incredulous that anybody would want to look so far afield when the best and most reliable trade partner is right next door—and speaks English to boot. They do not realize that after Nixonomics, in August 1971, **Canada was forced to rethink its policy, and reexamine its overwhelming dependence on one market.**



AFL-CIO delegates



CLC's Jean Beaudry

John Connally, the former U.S. Secretary of the Treasury, gave Canada a jolt few Ottawa policymakers and few labour leaders are likely to forget. He imposed a 10 per cent surtax on all imports, including those from its closest neighbours, Canada and Mexico. He tried to extort unilateral trade concessions (in the auto pact, for one) that would have cost thousands of Canadian jobs. And he did it with the enthusiastic backing of the American labour movement. The USWA's Abel commented at the time that the surcharges should have been twice as high, and could have been imposed ages ago.

What it boils down to is that Canadian economic policies are poorly understood in the U.S., and that there is no solidarity when it comes to jobs. As Jean Beaudry, the CLC's fraternal delegate to the AFL-CIO convention last October in Bal Harbour, Florida, put it, "The intended victim" of American protectionist measures, as exemplified by the Connally-Abel axis, is "the jobs of Canadian workers."

And I have not yet mentioned the **Burke-Hartke bill**. That particular piece of legislation, not yet dead in Washington, would impose permanent import quotas on foreign goods. **If ever enacted, it would cost the Canadian economy billions of dollars, and "the cost in jobs could be astronomical,"** as Beaudry told the same convention. The estimates of economic losses, he said, were made by CLC economists. What the CLC executive vice-president did not rub in was the fact that the Burke-Hartke bill was drafted at the AFL-CIO headquarters in Washington. Beaudry called it "this infamous bill," but no one at the convention raised an eyebrow.

The Connally surcharges were temporary; the AFL-CIO's Burke-Hartke would make the quotas stick for good. American labour leaders defend the bill as one promoting "fair trade." They say American unions cannot stand by and watch American jobs disappear; only the quotas, they say, will protect American jobs. The other part of the bill would curb American exports of capital and technology. The big corporations would be restricted to keeping their plants at home.

How all this protectionism squares with international labour solidarity is one of the nastiest questions for Canadian union leaders to ponder. They know better than most Ottawa policymakers what is at stake when plants start shutting down because the products they make have been excluded from the export market. They see their own members thrown out of work. This is far more concrete evidence of what protectionism means than dozens of academic or bureaucratic abstracts on the subject.

President Nixon presented a trade bill to Congress last spring. It is a tough piece of legislation, but its basic outlook is one of free trade—expanded world trade that would benefit all. It is tough because it gives the President powers to retaliate against unfair trade practices by foreign countries. It would make it possible for the White House to raise or lower duties

during a five-year period while the international conference under the General Agreement on Tariffs and Trade tries to work out new deals to regulate commercial transactions between nations. The purpose of the GATT negotiations is to lower tariffs and eliminate non-tariff barriers that hinder the exchange of goods.

The AFL-CIO is the leading lobbyist against the Nixon bill. Just before Christmas, it wrote every congressman that the bill must be defeated. The CLC, although quiet on the Nixon bill, lost no time in telling the AFL-CIO what it thought of Burke-Hartke. The bill was unacceptable to Canadians, and it ran against the CLC's often stated preference for free trade. Canadian labour leaders lobbied against Burke-Hartke in private meetings with AFL-CIO brass. They got nowhere.

Canadian unions are seeking more autonomy, Beaudry told the AFL-CIO convention, **because they have been forced to "by the divergence in policies being advocated by our two trade union movements."** He could not have said more plainly that what pains Canadian labour is American protectionism, and Burke-

Hartke in particular. "The Canadian labour movement, as represented by the Canadian Labour Congress," he added, "feels most strongly that the economic interests of Canadian and United States workers, and many other Canadians, could be seriously undermined if this bill were passed. The relations between our two movements in North America," he warned, "could also be seriously undermined, if not irreparably strained, if you shut the door in the faces of your Canadian members of international unions."

Pleading for some understanding, Beaudry told the American labour elite: "Try to place yourselves in the position of a Canadian elected officer, international representative, or shop steward of an international union whose international executive board is actively supporting the bill." He got no response. But the AFL-CIO likes to cover all bets. Until it can have suitable protectionist laws, the organization's executive council passed the following resolution, as printed on page 156 of the executive council's report: "**Congress should deny the granting of preferential entry (duty free or special tariff status), either partially or wholly, from any country that subsidizes exports, grants tax subsidies to foreign investors, or requires production or investment within its country.**"

Canada stands guilty on all counts. Workers at Douglas Aircraft in Toronto would not be collecting their pay cheques if Canada had not insisted on "production" in return for jet airliner orders a decade ago. The auto workers would be distressed to know that Canadian Government tax breaks played an important role in negotiating the auto pact which created thousands of new jobs. Fishermen on the east coast might not have a market for their catch if the processing plants had not been propped up with money from the Department of Regional Economic Expansion.



George Meany

ut if the AFL-CIO had its way, none of the products could be sold in the U.S. Of course, the AFL-CIO would be reluctant to acknowledge that American exports also are heavily subsidized. Most of the sophisticated industrial products that Canada buys from the States were developed with government money. The range includes electronics, modern plastics, telecommunications equipment, fuels and lubricants, and whatever else one cares to mention. The research and development was paid for by American taxpayers, mainly in the form of defence or space appropriations. As Prime Minister Trudeau said of Mr. Connally: "With friends like that, who needs enemies?"

Canadian workers are probably not spending sleepless nights worrying whether the international unions they may happen to belong to advocate protectionist policies, or how those policies may affect their livelihoods. Most people do not go about their daily lives consciously pondering such questions. But **Canadian labour leaders had nevertheless better prepare themselves to counter the charges that they are aiding and abetting policies harmful to Canada** by keeping silent, or by remaining within organizations that advocate policies incompatible with the best interests of Canada. And they can hardly be doing it in the name of solidarity. Not that it is a trade-off, but I have no doubt that the AFL-CIO would gladly shed its Canadian affiliates if it could get the protectionist legislation it wants.

The pre-Christmas issue of the **AFL-CIO News** boasts the fact that, under the Nixon bill, tariffs on products from developing countries could be eliminated altogether. The "emerging nations," the **News** says, are "emerging as sources for low-wage labour for multinational companies that have closed down plants in the United States." That sort of thing really feels like a punch below the belt.

The other intended crime Nixon is accused of is that he could eliminate completely a tariff of 5 per cent, reduce a 25 per cent tariff to 10 per cent, and slash tariffs over 60 per cent to as low as 15 per cent."

Smoot-Hawley! Where are you, now that the AFL-CIO needs you? In 1929-30, ultra-reactionary forces in the House of Representatives and the Senate combined to pass the **Smoot-Hawley trade act, which raised tariffs to virtually insurmountable heights.** That disastrous exercise in protectionism **contributed its fair share to the deepening of the Great Depression.** It is distressing to see the AFL-CIO heading in the same direction today. It is even more distressing to see that, indirectly, Canadians are marching along.

The last thing the world needs now is a return to narrow nationalism and protectionism. The leading world economies are facing a most difficult transition period from free availability of resources to periodic or prolonged scarcities. Raw materials and industrial commodities are in increasingly short supply, and there is no reason to look for dramatic improvements.

This year, it is the shortage of oil; next year, it could be copper; and the year after, nickel, bauxite, or even iron ore that could produce a squeeze on industrialized countries. **Before long, pressures will become irresistible for the international sharing of dwindling resources.** Considering this trend, it is sheer madness for the AFL-CIO to be pushing for a highly protectionist trade bill.

Rogers C. B. Morton, U.S. Secretary of the Interior, said last December that the U.S. should be getting concerned lest it become subject to "blackmail" with respect to bauxite and iron ore. Most of its bauxite comes from Jamaica, and half of the iron ore it imports from abroad comes from Canada. It would not be surprising if, before long, the AFL-CIO starts appealing for "solidarity" in sharing these and other vital raw materials so that American industries and American workers can keep operating. How are Canadian unions going to react to such appeals? Are they going to go to bat on behalf of their American "brothers and sisters" in the trade union movement? Or will someone remember Abel's statement on surcharges and throw it right back across that "undefended frontier"?

The only valid and lasting basis for Canadian-American co-operation will be found in enlightened economic self-interest. Canada will have to use its natural resources as a bargaining lever to ensure that it is not left out in the cold or taken for granted when the U.S. works out new economic accommodations with western Europe and Japan. Regardless of which party is in power in Ottawa, it will have to bargain hard to protect Canada's national interests.

Canadian unions affiliated with American unions should start gearing up to do the same. They **may have to lay it on the line that the price of retaining international links is a show of sanity on present and future trade legislation.** The AFL-CIO, and specifically its member unions, will have to understand that they cannot advocate policies detrimental to Canada, and at the same time expect to retain "fraternal" and international links with Canadian unions. It goes without saying that this kind of a quid pro quo would apply also to Canadian unions and policies they advocate.

Failing accommodation along such lines, Canadian unions had better prepare for the day when the links are cut, and each of them starts going its separate way. **Meanwhile, a thorough debate on the role and future of international unions in Canada is long overdue.**

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TREATING THE VICTIMS OF INDUSTRIAL ACCIDENTS

TED WEINSTEIN

Industrial accidents in Canada exact a grim toll from workers every year as hundreds of thousands of employees, in almost every conceivable working environment, suffer injuries. These impairments range from those mildly debilitating their victims to the more serious ones: maimed and amputated limbs, broken backs and necks, paralysis.

Many of these injuries are corrected by modern medical techniques and the advent of realistic prosthetic devices. In theory, at least, most industrial injuries can be repaired by doctors, and rehabilitation is available from both public and private clinics. From a physical point of view, the physiological damage caused in accidents can be corrected, allowing workers to lead lives as close to normal as possible.

What happens, though, when a worker's visible damage has been repaired, but he continues to suffer the emotional trauma of his injuries? Neurological damage, multiple injuries, and single injuries that cause pain and nag at people for

years can cause phobias, nightmares, and deep-seated fears. To the sufferer, these traumas are real, but to the casual or untrained observer, they can be undetectable. Still, **the person suffering from emotional injuries needs treatment.** In Ontario, such treatment is given in the Psychology Department of the Ontario Workmen's Compensation Board Rehabilitation Centre in the Toronto suburb of Downsview.

About 400,000 industrial accidents occur in Ontario every year, J. Carson Bock, 48, Director of the Psychology Department, said in an interview. Medical help, and rehabilitation, if it is required, is given in the home town of the injured person, if possible. But about 600 in-patients at any one time are admitted to the WCB Rehabilitation Centre for physiotherapy, help in various clinics, and psychological counselling. Bock and a staff of nine treat approximately 1,600 persons every year for emotional problems caused by industrial accidents. About 95 per cent of these patients are male.



J. Carson Bock



Ontario WCB Rehabilitation Centre and Hospital

A patient is referred to the Psychology Department either by his treating physician or by WCB Centre staff. The nightmares and phobias suffered by the patients are not imaginary, Bock emphasizes: "Nightmares and daytime fears are not fiction, but an affair of the mind, and we treat them with psychological techniques." He makes it plain that neither he nor his staff tries to fool injured workmen into thinking their jobs are free from danger. "We want to send our patients back to their jobs with a healthy awareness of work hazards. Our therapy is planned to help a man see what's really real in his surroundings. We want only to free the patient of his fears.

"Fear is a normal reaction to normal dangers," Bock explained. But **when a workman has been threatened with serious injury or savage death, fear strikes so deep that it becomes fixed**, as if seared on the brain by a branding iron. The brain has 'learned' to dread what nearly took the accident victim's life. Our job is to show the patient that what has been learned in this way can be unlearned."

During the initial appointment between the **accident victim and a psychologist, both co-operate to define the problem** and the roads to recovery open. Afterward the Centre uses electronic equipment to try to pinpoint the problem. A galvanometer registers skin response. A neurological laboratory uses recorded sounds and other aids to measure and locate brain damage.

The majority of persons seek help with Bock and his staff **have been injured by vehicular accidents, falls, burns, suffocations and crushing mishaps.** They have been scalded by chemicals, caught in mine cave-ins, crushed by pieces of building material or been fallen off scaffolding, held up, knifed or beaten, and caught in explosions. **The most difficult cases are those involving persons who have phobias, yet cannot remember why because they have amnesia.** Until a person can recall the origin of his injury, psychologists are unable to use "systematic desensitization" to help him.

Bock explained the procedure in this way: "The patient is made to relax. He practises relaxing muscles to relieve tension. Sometimes we ask him to imagine something pleasant, far removed from the accident. This may take 20 minutes or a half hour. Then we ask him to tell us about the accident. Relating the details of the accident may be difficult, especially if he is reliving a moment which he was badly injured or most mortally wounded. The patient is urged to repeat the details over and over.

"**Then we use systematic desensitization,**" continued Bock. "The man had been injured in a fall, his phobia would be a fear of heights. He has to imagine himself on the first rung of a ladder. He closes his eyes and sees himself looking down. He is instructed to remain there, then imagine the scene again, and so on. After several minutes he can look down in his imagination without any visible signs of disturbance. Then he imagines himself on the second rung of the ladder. **This process may take several weeks or several months,** but eventually the patient should be able to mentally overcome his phobia."

mental preparation is necessary for the moment of reckoning—the moment when the patient must imagine himself at work on the day of the accident. Step by step, the patient sees himself re-enact the events preceding the accident. Some patients recoil in shock; others grapple with their emotions. But, if the preparation the moment was proper and complete, **the power of positive imagination wins**, and the patient imagines himself at the spot where the accident happened. He mentally hears the sound of the rock falling down on him; or the blood in his ears as he fell; or the confusion. **The moment passes; the phobia has been met, defeated.**

Phobias and fears treated by Bock and his colleagues are as varied as the accidents that create them. An Italian immigrant survived a fire, but his nightmares were about a train he imagined falling down on him, while his fears were too heavy for him to

move. Another patient had been repairing a defective rubber tractor tire; it exploded, and he flew into a concrete wall and was knocked unconscious. His injuries—loss of teeth, a broken jaw, seven broken ribs, an arm with multiple fractures—were corrected. But when he saw a wheelbarrow with a rubber wheel, he was seized by an almost uncontrollable anxiety.

"We had a patient who was at work on a freighter when it unexpectedly keeled over at dockside," Bock continued. "A steel girder, fixed to the hull during repair work, caught him and carried him into the water. Until a rescue team reached him, he spent several minutes alone in the water, expecting to die. Until he could be relieved of his post-traumatic hydrophobia, he wouldn't even go near the orthopedic pool in the Centre."

Half the phobic patients treated at the Centre suffer from fear of heights; many worked on the steel superstructures of buildings, and

some had fallen as many as five storeys. For these and other patients, the Centre has "final testing facilities," where the men can put themselves to the ultimate test of being in a controlled situation similar to the one that caused their injuries. For people grappling with their fear of heights, there are ladders and catwalks in the boiler room. On the grounds are two telephone poles for injured hydro employees. Convalescent railway workers can pump a handcar on a standard track located on the grounds. Workers, like miners, who are claustrophobic, can use the corridors running through the boiler room and service areas.

As is always the case when attempting cures, there are inevitably some failures. Bock talked about a young taxi driver who had been knifed. "He had 17 stab wounds in the neck and shoulders. He came to us with multiple phobias, many originating in his unhappy childhood. We tried to prepare him for driving the cab again, and eventually we tested him, with one of us sitting in the back seat of the car he was driving. He nearly rammed one car, and he sideswiped another. There wasn't much we could do for him."

The workers who have been relieved of their phobias are given Bock's phone number, with instructions to call collect, any time, if the need arises. To the credit of Bock and his staff, the calls are few and far between.



CAN LABOUR OVERTAKE INFLATION IN THE 1974 WAGE-PRICE RACE?

To many observers, 1973 was the year that saw some of the toughest labour bargaining in Canada's history, characterized by **labour militancy, long strikes in key industries and essential services, high unemployment, and the steepest inflation increase since the Korean War.**

Several big strikes stood out in the public's mind: the non-operating railway employees' series of rotating strikes and the one-week walkout that halted train and ferry service in Canada; paralyzing strikes in the pulp and paper industry that caused an estimated newsprint production shortfall of 600,000 tons and higher prices; the elevator constructors' strike that started in 1972 and continued into 1973, halting millions of dollars worth of construction; the aircraft

machinists' strike that hit Air Canada for 16 days and CP Air for two months; the 68-day CUPE strike in Hamilton, during which garbage piled up throughout the city; and the walkout by Edmonton's transit drivers that started in November of last year and continued into 1974.

The right-to-strike question was debated as the federal Government legislated the railway non-operating employees back on the job; and the Ontario Government came close to passing a bill that would have withdrawn the right to strike from that province's teachers.

The 1974 bargaining calendar is not as heavy as that for 1973, although 275 major agreements covering 600,000 workers in units of more than 500 employees or more are up for renewal.

The major contracts to be negotiated—contracts that will affect great segments of the public at municipal, provincial and federal

levels in 1974 or early 1975 should negotiations fail and strikes resume—cover Canada's 30,000 postal clerks and letter carriers; municipal and transit workers in Toronto, Montreal, Winnipeg, Ottawa, Calgary, Windsor and London; 25,000 retail food store employees in major food store chains operating



several provinces; school teachers in Alberta and Québec; woodworkers, longshoremen and construction workers in British Columbia; non-medical hospital workers in B.C., St. John's, Niagara Falls, St. Catharines, Kingston, Hamilton, Windsor, Scarborough, Ottawa and St. Boniface, Manitoba; firefighters in Montreal and other municipalities; and again, the non-operating railway employees.

negotiations for these and many other contracts are expected to focus on wage increases, job protection against technological change, and improved fringe benefits such as pensions and overtime. Wages will probably be the main stumbling block to settlements, with the unions demanding more money to compensate for the high rate of inflation, and employers trying to hold down wages in an attempt to control inflation.

In October of 1973, the average weekly wage for about 4,000,000 Canadian workers—whose earnings are used by Statistics Canada to compute wage figures—was \$65.56, an increase of 7.9 per cent from October 1972. But during the same period, the Consumer Price Index rose an average of 8.7 per cent. It is for this reason that CLC president Donald MacDonald advocated, in late 1973, "increased militancy at the bargaining table (in 1974)." According to CLC calculations, "The real purchasing power of the average worker, both organized and unorganized, has



been steadily declining since the end of 1972. By the third quarter of 1973, the average worker's real earnings were \$7.50 a week less than in the fourth quarter of 1972, and were back to their level of the fourth quarter of 1970. This was a drop of 5.1 per cent in purchasing power for the people who can least afford it."

In late 1973, Prime Minister Trudeau voiced optimism and hope regarding this year's economy, whereas **organized labour was more concerned about** food costs, higher gas and oil prices, increased housing costs, and **the rising cost of living generally**. Higher fuel prices in December were a major factor in forcing inflation to its highest level since 1951. Food costs escalated 17 per cent last year, clothing, 5.9 per cent; housing, 7.2 per cent; transportation, 5.9 per cent; and recreation and reading, 4.9 per cent.

The expectation is that these higher costs will be reflected in union demands for higher salaries. The Ontario Retail Council of the Food and Allied Workers, which represents food and warehouse employees, and which will be negotiating new contracts for thousands of Ontario employees, has taken note of 1973 salary boosts won by Québec food store workers: 16 per cent the first year, and 13 per cent the second year in a two-year contract. Local 43 of the Canadian Union of Public Employees, representing 4,000 outside civic workers in Metropolitan Toronto, is thinking in terms of a 17 per cent increase in a one-year agreement; and in Montreal, municipal workers in the Confederation of National Trade Unions, are negotiating their 1974 contract on the basis of a 20 per cent pay hike. **Many unions will be looking also for cost of living clauses, as well as provisions for drug and dental plans, shorter hours, better pension plans, and improved vacations.**

These **pay requests may not be too far off the average of other 1974 wage settlements**, according to economists. The Canadian Labour Congress has suggested that average pay gains will be 10 per cent, and Wood Gundy Limited, an investment firm, has forecast increases of 11 per cent. J. D. Parish, an Economic Advisor for the Bank of Montreal, has declared that 1974 pay increases of 10 per cent will be conservative.

One province that could be severely affected by labour militancy this year is **British Columbia**. **About 190,000 workers are negotiating new contracts**, with almost half of these men employed in the three key industries of construction, forestry, and longshoring. The president of a Vancouver local of the International Woodworkers of America has predicted that contracts signed this year will have to provide pay increases of from 12 to 14 per cent; and the

president of the B.C. Employers' Council has stated that 1974 could be potentially a difficult year in labour negotiations: **"The probability of widespread labour conflict in B.C. is unquestionably greater than ever before."** Len Guy, Secretary-Treasurer of the B.C. Federation of Labour, has said that there will be many walkouts if management does not realize what inflation has done to workers' incomes and is not prepared to offer high salary increases.

The United Steelworkers of America are experiencing a relatively light year. Major negotiations will be with the can manufacturers, the Sydney Steel Corporation (employing 2,600 workers), and three operations in B.C.'s Cominco mine, mill and steel mill works (employing 3,700). The United Automobile, Aerospace and Agricultural Implement Workers union settled with the three major North American automobile makers in

1973 and can now devote its energy to settling with American Motors in Brampton, Ontario, car feeder plants, farm implement makers such as Massey-Ferguson and International Harvester, and the Douglas Aircraft Company, Toronto, which employs 4,600 workers.

In addition to the postal clerks and letter carriers, **transportation and communications employees who will be negotiating new contracts include:** 1,175 Air Canada pilots; 23,000 telephone employees in Ontario and Quebec, 7,500 in B.C., 1,000 in New Brunswick, 3,200 in Alberta, and 2,300 in Manitoba; CP Air's 900 dispatchers, clerks, and passenger agents; 5,200 workers and 1,200 marine engineer officers of the Canadian Lake Carriers' Association employed on the Great Lakes and the St. Lawrence Seaway; 3,100 longshoremen in Montreal, Québec City and Trois Rivières; 1,900 employees of the Saskatchewan Wheat Pool in grain elevators throughout Saskatchewan, and in Thunder Bay, Winnipeg and Vancouver; and 1,700 railway clerks of the Manitoba Pool Elevators and other associated grain elevators.

Another **12,300 workers in five major meat packing and processing companies** in 30 plants across Canada **will be renewing contracts this year**. In mid-summer, Ontario's pulp and paper companies will be back bargaining with the lumber and sawmill section of the United Brotherhood of Carpenters and Joiners of America to negotiate contracts for 3,200 woodworkers. Later in the summer, the International Brotherhood of Teamsters will be bargaining for 7,000 truck company employees in Ontario's trucking industry.

T.S.W.



THE 1974 BARGAINING CLIMATE IN THE U.S.—A ROUGH YEAR PREDICTED

ough 1973 was a relatively peaceful year on the labour-management front in the United States, 1974 is shaping up as far less tranquil, with **difficult bargaining and increased work stoppages** expected.

The peace in 1973 was marked not only by an unusually low incidence of strikes, but also by a remarkable restraint in wage demands—perhaps because strikes were proving too costly, perhaps because cost-of-living clauses help cushion the impact of inflation, or perhaps because of the constraints of official wage curbs.

Few labour experts believe, however, that the industrial peace can be maintained in 1974 in the face of a sharp rise in the cost of living—manifested particularly in soaring food prices—that has whittled away all the real gains made by workers. Consumer prices increased by more than 8 per cent in 1973, and toward the end of the year, they were soaring at an annual pace of nearly 10 per cent. **In addition to the problem of surging inflation, the upcoming contract negotiations will be influenced by the extent of unemployment that develops from the energy crisis and by the eventual fate of the Government's economic controls program.**

A continuing fuel shortage is certain to affect the negotiating stance of corporate managements that see profits squeezed by supply shortages, cost increases, production cutbacks, and in some industries, reduced consumer demand. The trucking industry is one of the most immediately affected. Others facing hardships in the form of reduced earnings or worker layoffs include auto manufacturing, aviation, retail sales and resorts.

Union leaders warned earlier this year that neither they nor their rank-and-file are prepared to accept quietly any additional economic sacrifices imposed by the energy shortage. They are almost unanimous in declaring that the forbearance of workers has reached breaking point.

Another important factor determining the attitude and behaviour of unions this year is a **deep concern approaching fear among workers that the Government is unwilling or unable to look after their interests** as jobholders and consumers. Some observers see the protracted Watergate affair and its impact on the ability of the President and his Administration to govern effectively as a probable spur to labour militancy in forthcoming negotiations. "When government abdicates its responsibility then it is every man for himself," asserted Nat Goldfinger, the AFL-CIO's research director. He recently predicted that "mismanagement" of the energy situation and the economy in general would lead to a recession coupled with another explosion in prices. AFL-CIO economists are also predicting that unemployment will rise to as much as 7 or 8 per cent of the workforce.

Widespread unemployment during a recession would normally be expected to ease pressure for high wage settlements, say experts in labour relations. Workers hesitate to go on strike if jobs are hard to find. But the prevailing social and political mood of America is not likely to encourage moderation. It should also be noted that the recession of 1970 had little moderating effect on either wage settlements or strikes.

Bargaining talks may be further complicated by uncertainty over the fate of wage and price controls. The legislative authority for Phase IV controls ends April 30 and it is difficult to predict whether they will be continued, modified or—as labour and business recommend—dropped completely.

Union leaders are flatly opposed to continuation of the Government's stabilization policies because they believe that controls, as administered at present, have restrained wages but allowed prices, profits and interest rates to soar.

More than five million workers—half a million more than in 1973—are covered by contracts that come up for negotiation or re-opening this year, many in vital sectors of the economy such as steel, aluminum and can, aerospace and communications, coal mining, railroads and longshoring. In the past, negotiators in these industries have often failed to reach agreement, with consequent strikes and occasional invocation of the Taft-Hartley Act.

The large number of employees affected by contract talks in 1974 is partly the result of a **new strategy** adopted by some unions—**signing only one-year agreements.** Unions in construction and railways are among those switching to the shorter pacts. Only an estimated 250,000 workers, however, are covered by continuing long-term contracts that contain provisions permitting them to be re-opened the way the

Teamster's contract was re-opened recently; the union was seeking extra raises to offset wages lost because of limitations on highway speeds imposed by the fuel shortage.

During 1973 labour-management negotiations, union leaders generally settled for less than their members wanted. Instead, they concentrated on noneconomic issues such as limiting compulsory overtime and improving plant conditions. But for many unions those non-economic issues are expected to take a lower priority this year in the face of a tightening financial squeeze. "It is inevitable that intense wage pressures will break out," said the AFL-CIO's Nat Goldfinger. **Workers are determined to win wage increases that at least keep pace with price increases.** They would all need a raise of at least 7 per cent to insulate them against this year's expected inflation.

The most significant bargaining of the year is expected to be between America's 10 biggest steel companies and representatives of the **United Steelworkers.** Though the latter are assured of at least a 3-per-cent pay boost for each year of the new contract, union officials said earlier this year that they will disregard the Administration's current anti-inflation guidelines limiting wage increases to 5.5 per cent. "Steelworkers are entitled to

very substantial wage increase to reflect increases in productivity in our industry and the sharp rise in the cost of living," union spokesmen declared.

Order to avoid strikes and lockouts, the Steelworkers and the companies have pledged to submit any unresolved issues to **binding arbitration if agreement is not reached by April 15**. A panel of arbitrators chosen by the two sides will then have until July 10 to decide on the disputed issues.

In addition to higher wages, the union is demanding an improved cost-of-living formula providing additional money as prices go up, better pensions, a shorter workweek, and job security against layoffs related to the energy crisis.

Negotiations between the **United Mine Workers** and the Bituminous Coal Operators will be another round of bargaining. The miners, led by Arnold Miller, who

will be negotiating his first contract as the union's president, are determined to win large concessions from management when their present contract expires in November. They are asking for higher wages and pensions, a new cost-of-living clause, and shorter working hours. For the first time, the union is allowing its locals to ratify or reject the negotiated terms.

The **Communications Workers** can also be expected to push hard for as much as they can get. Joseph Beirne, the union's president, is reportedly on shaky ground and needs a generous settlement. In 1971, shortly before the wage-price freeze, he settled for a contract that enraged many of his members.

While wage increases in new contracts edged downward slightly in 1972 and 1973, **fringe benefits** in the various packages rose significantly, and this trend is likely to continue. So is the effort to incorporate **more cost-of-living clauses** in agreements with industries that do not have such arrangements. Escalator provisions were included in pacts covering more than 30 per cent of workers involved in 1973 settlements. About 40 per cent of all unionized workers in the U.S. are now protected in this manner against inflation.

A growing number of union officials are also taking second looks at settlements they made in the past year or two. Said one observer: "They are fond of quoting Walter P. Reuther, the late president of the United Auto Workers, who once re-opened a wage contract (even though it did not contain a re-opener clause) by proclaiming it to be a 'living document'. In the current climate of political and economic instability in the U.S., many contracts could turn into 'living documents' this year."

G.S.

■ As the **Gazette** goes to press the United Steelworkers of America and the three major aluminum companies announced that they had reached new 40-month agreements providing for voluntary retirement at the age of 62 with full pension, and cost of living supplements. The settlements also provide for wage increases totalling 69.7 cents an hour—about 15 per cent over the term—a new cost of living formula, and improved fringe benefits. The aluminum contracts are expected to set the pattern for the steel industry. Details will appear in the April number of the **Gazette**.

PROGRESS REPORT ON THE STATUS OF WOMEN

Pledging support for the removal of discrimination and promotion of equal opportunity for women in all fields of Canadian life, John Munro, Minister of Labour and Minister Responsible for the Status of Women, tabled a report in the House of Commons on December 17.

In presenting the report, the Minister told the House that one of the most important steps the Government had taken was the establishment of a network of positions whose responsibility was to advise the government on matters concerning justice for women in both their social and working endeavours.

At the centre of the network is the Office of the Co-ordinator, Status of Women. This office is located in the Privy Council, Social Policy Secretariat. The co-ordinator advises the Minister on the progress made concerning the status of women generally and monitors all government activities to ensure they are in accordance with general policy concerning fair play for women. **Programs and policies of several government departments within the network are slanted to improvement of working conditions for women. Besides the labour department's Women's Bureau, other government departments with special positions are:**

the Treasury Board, the Public Service Commission, the Departments of National Health and Welfare, Manpower and Immigration, Justice, Secretary of State and the Solicitor General's department. In addition, there are persons in several personnel divisions of departments and agencies who are responsible for equal opportunity for women.

The Advisory Council on the Status for Women—created in May 1973—has already produced a number of reports, and made its presence felt both by the Government and the general public.

the booklet, **Status of Women in Canada, 1973** is the latest report of recent legislation and administrative measures concerning women within the jurisdiction of the federal government. "Important steps have been taken in this respect," the Minister said "and the Government will continue its march forward until equality of opportunity is assured between women and men in Canada."

He reminded the House that on November 16, 1972, Canada had ratified the International Labour Organization Convention 100 concerning equal remuneration for men and women workers for work of equal value.

HIGHLIGHTS OF THE REPORT

Regulations of the Fair Wages and Hours of Work Act, were amended to include a provision stipulating that contractors hiring under a federal contract cannot discriminate against any person because of race, national origin, colour, religion, age, sex or marital status.

The Government asked the Public Service Commission in late 1972 to investigate complaints of alleged discrimination because of sex, race, national origin, colour or religion, and the Commission has set up an Anti-Discrimination Branch to conduct these enquiries.

Qualified women are being nominated to the Senate, appointed as judges and offered positions on boards and commissions as well as other senior posts.

The Government has appointed or reappointed, since October 1972 some 73 women to various boards and agencies. These include two judges of the Superior Court, four Citizenship Court judges, four full-time Commissioners of the Immigration Appeal Board and the Chairman of the Food Prices Review Board.

- An April 1972 Cabinet directive to deputy heads of government departments **urging that women be assigned to positions in the higher echelons** resulted in the creation of an interdepartmental committee by the Public Service Commission's Office of Equal Opportunities for Women. This committee, jointly chaired by senior officials from the Public Service Commission and the Treasury Board, has the responsibility for co-ordinating action and measuring progress.

- Guidelines developed by the Office of Equal Opportunities for Women have been sent to all departments to help them set up programs. In addition to the services offered by the Women's Bureau of the Canada Department of Labour, the Department of Manpower and Immigration is now appointing consultants in each Regional office with specific responsibilities for manpower services to women.

- **Part II of the Canada Labour Code includes provisions for maternity leave of up to 17 weeks.** The Unemployment Insurance Act entitles women workers to 15 weeks of maternity benefits (before, during and after confinement).

- **Financial support for day care has been expanded** through amendments to the Canada Assistance Plan Regulations. Provisions had previously allowed for sharing with the provinces the cost of salaries, staff training and research. The amendments have been expanded to include all operating costs and, in some cases, costs for equipment. **The Canada Assistance Plan provides support for family day care services in a home environment.**

- The Department of National Health and Welfare has established a National Day Care Information Centre within the Canada Assistance Plan Directorate. The Centre provides information on all aspects of the day care field.

- Single parent families and their special problems have not been overlooked. The Government has made plans to review with the provinces the social security system undertaken by the federal and provincial governments. Within the framework of these discussions, the questions of the participation of the spouse remaining at home in the Canada and Québec Pension Plans, and of the equal treatment of women and men under the plan will be given top priority.

- **Funds have been allocated to the Minister Responsible for the Status of Women, to go to national women's organizations to assist with their programs.** Other departments are also making funds available. The Citizenship Branch of the Secretary of State Department has an active program of support to women's groups, and native women are benefitting from programs established by the Native Citizen's Programme geared to increase their ability to participate more fully in all aspects of community life.

The report deals also with enrollment, maternity leave benefits and superannuation for women in the Canadian Forces, and the enlistment and superannuation of women in the Royal Canadian Mounted Police. It cites the progress made in immigration concerning the right of wives to be independent applicants, and gives sympathetic hearing to recommendations made by the Royal Commission on the Status of Women concerning citizenship. The closing chapter deals with criminal law and women offenders, and amendments to the Criminal Code.

Reaction to the report was mixed.

Grace MacInnis (NDP-Vancouver-Kingsway) expressed approval of Government achievements, but said that there were still many problem areas not touched upon, such as the status of Indian women who marry non-Indians, abortion, family planning programs and day care provisions.

Gordon Fairweather (PC-Fundy-Royal) suggested there should be "fewer pamphlets and more evidence of action." The number of women in senior positions in the federal public service, he averred, is a glaring example of the lack of Government action. "About 85 per cent of government female employees are in lower-paying, lower-status positions."

Rene Matte (SC-Champlain) suggested that the Government may be perpetuating a distinction between men and women by continuing financial support of women's groups. He suggested that the Government consider paying women for the work they do at home. If housework were financially recognized, he said, it would combat unemployment.

Laura Sabia, Chairman of the Ontario Status of Women Advisory Council, said that the report was "pure window dressing and barely hides an empty store." She said that she would never be satisfied until women have complete equality, and that the report was "nowhere near good enough."

Mrs. Sabia believes that men have the best of all possible worlds and they had no intention of changing the situation. "Let's get women in Parliament and women in the Legislature. It's the only way to make changes. The men won't do it, they've got to be pushed all the way."

In the near future, **she is hoping to arrange meetings between the provincial and federal status of women advisory councils, so that both can work toward common aims.**

On the international scene, statistics show only eight women—a total of 271 men—holding director-level jobs on the UN roster of 10,000 international public servants.

Recently, Helvi Sipilä of Finland was named to the highest-ranking job ever held by a woman on the United Nations staff—a \$46,100-a-year assistant secretary-general's post. According to Sipilä, the UN secretariat "won't have a better record until the governments themselves have a better record of employing women in high ranking posts.

In the area of women's suffrage Sipilä sees great progress. At the start of the Second World War there were only 32 countries where women could vote. Now there are only five where women can't—Liechtenstein, Kuwait, Jordan, Saudi Arabia and Yemen.

The status of women in the industrialized world is marked by "increasing freedom of choice to do what they want with their lives," she said. She believes that men should also concern themselves about being discriminated against.

"It has been taken for granted that the woman is the only one who has the right to take care of the children. The ideal is for both to do more for the family together. I'm defending the rights of both men and women. There should be equal opportunities for both."

THE QFL'S PROGRESS TOWARD AUTONOMY

MARCEL PEPIN

Free association of unions whose aim is to have a provincial outgrowth, the Québec Federation of Labour has in the past several years leaned toward assuming the role of a truly autonomous central labour body in order to become the "main" mouthpiece of its members. Such an ambition, however, runs into obstacles because, before being members of the QFL, unions are not all affiliated to the CLC and do not all turn to national or international headquarters for direction. The tendencies of the one or the other have in the past

been and still remain far apart in more than a few respects. This explains the resistance of several member unions to sacrifice a bit of their independence to reinforce the real power of the QFL.

Deprived of such real power from the standpoint of mandates and resources, the QFL nevertheless chose, under the direction of Louis Laberge, to act as if it really held authority over its members. Mr. Laberge worked to such good purpose to make it appear that his central labour body had reached a degree of power and efficiency

comparable to that of other central labour bodies that, not only did the public finally believe it, but also the members of the QFL were convinced that it had.

Failing on his own, however, to mobilize his troops on particular points, Mr. Laberge managed throughout the years to obtain the sustained co-operation of the chief Québec officers of the international or national unions active in Québec, with the result that on several occasions the power of the QFL proved to be true.





Delegates at QFL convention.

To fill the gap that has never ceased to exist between the real capacity of the central labour body to work on its members and the reputation that Mr. Laberge has wanted to create for his organization, the QFL President has never refrained from using the incisive style for which he is known. As a result, positions taken were enough to make people tremble but lead observers of the Québec union world to wonder about it all. Thus, when Louis Laberge speaks of launching an attack on the Government, when he obtains permission to launch a general strike or secures approval of the concept of civil disobedience as an appropriate union weapon, he shows that his actions are based on mere wishes rather than on a real capacity to take such steps.

The power of the QFL remains a weak one; member unions are the sole masters of their strategy, and then only if their international officers grant them an autonomy of sorts. It was in such a setting of powerlessness that the delegates attending the QFL convention in December sought new tools to give their central labour body some kind of capacity with which to eventually transform the organization into a real motor of the Québec labour movement.

The plan of attack aimed first of all at clarifying the order of priority as regards allegiance. Must a member of the United Rubber Workers, for example, devote all his energies and resources to promote his international union first of all, then to the programs of the Canadian Labour Congress and then, only on a voluntary basis, to the QFL? The question was asked, and the answer is more and more unanimous: the first allegiance must be to the Québec organization, in other words, to the QFL.

It is difficult to say whether QFL is changing under the impetus of Québec nationalism in sectors, or whether it is simply trying to ride the nationalist wave, take a nationalist turn which does not but please its officers.

Supported by the general nationalist trend, the QFL has moved forward to a point where it may become an organization increasingly dependent upon other decision-making organizations of "international" labour movement by deciding to directly affiliate unions that could decide to sever their bonds with their "international union."

In the immediate future, the construction unions are the main candidates likely to take advantage of a new clause in the QFL's constitution. But will this snowball? Conscious of the impact of that resolution on the already strained relations between the CLC and the QFL, the officers of the latter have precious little to say on the subject.

provincial federations are not authorized to certify unions directly. According to the CLC statutes, their role, at the geographical level, consists in representing unions affiliated to the CLC. If the reverse were to happen, it could mean, sooner or later, the break-up of the CLC and the creation of a parallel central labour body in Québec.

Anticipating the CLC's ill humour, the officers of the QFL openly criticized the Canadian labour body. Theoretically, the CLC is taken to task for mismanaging its union education mission in Québec; for not consulting the QFL, which considers itself more representative of the Québec workers than the Québec representatives on the CLC Executive; and, above all, for practising a form of conservative and sterile unionism.

The conflicts between the CLC and the QFL can be summed up as being structural and communication problems which could easily be solved if both parties really tried to. But instead of improving, the situation is worsening. Why? Simply because Québec union members increasingly want a provincial decision-making organization instead of a Canadian one.

taken at the union level, then it is the whole question of Québec-Ottawa relations that emerges. Some want by all means to dissociate from the CLC and run their own business themselves within the QFL; others prefer the status quo, that is, a CLC having the funds and the jurisdictions and a QFL that "represents without managing"; caught between the

two, the officers are lost in middle-of-the-road formulas of the particular status kind because of the "particular" character of Québec.

The trouble is that neither the CLC nor the QFL is empowered to settle the question. This falls within the province of local unions, most of which must take into consideration the policy of their headquarters, which, in most cases, are international.

The matter may not be settled for quite a while yet, even though Mr. Laberge swears that he will not mince his words at the next CLC convention to be held in Vancouver in May, even though the delegates at the QFL convention let off steam with threats.

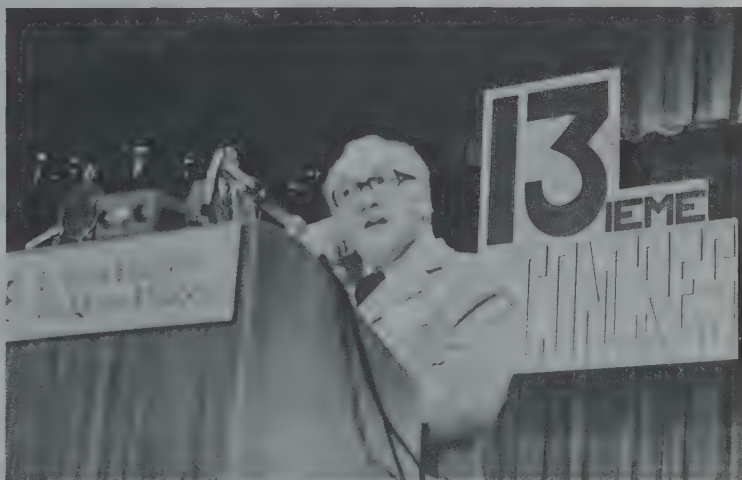
Mr. Laberge wagered that he would be more successful than the rival CLC in persuading local unions that their haven was the QFL. It must be said that he has so far instilled in these unions a pride they had lacked for a long time, that of belonging to a movement that favours a fighting kind of trade unionism.

The jailing of Laberge, the unanimous support he got from the

CUPE affiliated unions, the halo surrounding him as a martyr for the cause resulted in making the members feel that there was less ground for the charge laid throughout the years by the CNTU against the QFL that it was dealing in bourgeois trade unionism. This change came about gradually and it is still difficult to figure out to what extent it has reached the 275,000 members of the QFL. At the image level, however, there can be no doubt that the QFL has resolutely enlisted in the radicalization movement that is winning Québec trade unionism.

At the practical level, however, the QFL remains a weak structure, with a meagre budget, supported by a skeleton team of eight union members. Its credibility is likely to suffer from that lack of means each time the officers cannot make the QFL play the role of a central labour body with a good financial standing, which the public already believes it to be.

A striking example of this embarrassing incapacity was given during the long-lasting strike of the 312 union members of the Firestone plant at Joliette. From the very beginning, those strikers hitched their wagon to the QFL



Louis Laberge



rather than stick to their international union. Everything went well as long as President Louis Laberge was able, without any inconvenience, to make resounding statements, in support of the strikers and against the company. It wasn't so rosy, however, when the strikers found out that the CNTU or the Québec Teachers Federation members received greater financial support than that provided by the QFL.

Faced with a concrete problem such as firing up the resistance of the strikers at the Firestone plant, Mr. Laberge, having no other way out, used persuasion. This often comes out well for him. And it is by holding several conferences and making good use of that weapon that he created a beginning of "geographical" solidarity within the international and national unions active in Québec.

And that is the main weapon of the QFL officers for changing their organization into an authorized if not authoritative central labour body. This is a great step toward achieving autonomy, but there are many more to come.

One of them is cohesion at the political level. Mr. Laberge, as well as the other union leaders, had sworn that they would have the Liberal Government ousted. Mr. Bourassa was re-elected with an unprecedented majority. The QFL must therefore start its political fight all over again.

To persuasion, Mr. Laberge added an enticing social program: nationalization of automobile insurance, increased medical care, strong demands concerning the status of women, denunciation of pro-management laws in labour legislation.

As a consequence, the political option of the QFL pleases the progressiveness of the "international union movement": sympathy for the Parti Québécois, option in favour of French as the official language, full support to Québec autonomists at loggerheads with federal centralizers.

From all this, one can draw a clear picture: the QFL reflects the Québec nationalist spirit and character as any other central labour body would. Among international unions, there is quite an awareness of this new image and reality. The QFL leaders take great comfort in this and are satisfied. No one disputes this image any more, even though the real power lies elsewhere.

(Marcel Pepin, a graduate of the University of Ottawa and of l'Université de Montréal, is a reporter with *La Presse*, a Montreal daily newspaper. He was appointed parliamentary correspondent for the Ottawa daily *Le Droit* in 1964. Four years later he became regional director of the Conseil économique de l'Outaouais.)

LABOUR LEGISLATION IN 1973

PART 2: WORKMEN'S COMPENSATION

BY MILTON F. HOUSE

Several provinces amended their workmen's compensation legislation in 1973. Alberta passed a new Act, the Workers' Compensation Act, effective January 1, 1974, to replace the Workmen's Compensation Act of 1948. The new Act includes revised procedures for processing claims, a general upgrading of benefits and increased emphasis on safety education. The Act is specifically called The Workers' Compensation Act to end previous male chauvinism in the compensating of Albertans injured on the job. Also implemented is a policy of universal application, with exclusions, reversing the present approach.

The New Brunswick Board made extensive changes to provisions governing third-party actions, and established an advisory committee to provide a continuing review of Board functions and service. Boards of Review were established in British Columbia to facilitate appeals on claims. Other provinces, such as Ontario, Nova Scotia and Québec, increased benefits or extended coverage.

EARNINGS CEILING

The ceiling on maximum annual earnings on which compensation payments are based was increased from \$7,600 to \$10,000 in Alberta and from \$8,600 to \$9,000 in British Columbia, effective January 1, 1974; in Newfoundland, from \$7,000 to \$9,000, which raised the

weekly compensation rate from \$100.97 to \$129.81 effective January 1, 1974. New Brunswick raised its ceiling from \$7,000 to \$7,500, which raised the weekly compensation from \$100.97 to \$108.17 effective January 1, 1974. Nova Scotia increased its ceiling from \$7,000 to \$9,000, effective January 1, 1974.

The increase under the federal Merchant Seamen Compensation Act was from \$6,000 to \$7,000, effective December 19, 1972. In P.E.I., effective January 1, 1974, the increase will be by \$1,000 to \$7,000. The ceiling was raised to the country's highest at the time in Ontario, where the increase was from \$9,000 to \$10,000 as of July 1, 1973. The amendment to the New Brunswick Act, which came into force June 1, 1973, raised the ceiling from \$7,000 to \$7,500; thereafter, reflecting increases in the

cost of living. The Board recognizes the possible increase in earnings for injured workmen under 21 years of age, in determining a close estimate of the actual earnings loss. This provision is retained by being made retroactive to offset the fact that the Age of Majority Act (which came into force August 1, 1972) reduced the age of majority to 19.

Nova Scotia amended the Workmen's Compensation Act to increase, for purposes of the Act, the minimum earnings base for volunteer firemen from \$2,000 a year to \$3,600 a year, excluding amounts in excess of a maximum \$9,000 a year in computing earnings. Also, the minimum earnings base for permanent partial disability is increased from \$200 a month to \$300 a month and the revised base will apply to all permanent partial disability pensioners regardless of whether the degree of disability is less than 15 per cent. The amendments are effective January 1, 1974.

DISABILITY BENEFITS

Provisions governing compensation for disability were amended in four provinces. **The new minimums are as follows:**

In Alberta, where permanent or temporary partial disability results from the injury, the Board must estimate the impairment of earning capacity from the nature and degree of disability be reason of the injury and award compensation based upon 75 per cent of the worker's average weekly earnings computed in accordance with the Act.

On and after January 1, 1974, a person receiving **compensation for permanent total or permanent partial disability** under any Workmen's Compensation Act of Alberta, irrespective of the date or time of the award or the accident that occasioned the award, shall be granted an additional payment of compensation sufficient to bring the monthly payment to him up to \$275 for total disability and a proportionate amount thereof for partial disability, calculated according to the percentage of disability assessed. These amounts represent the minimum amounts payable for permanent or partial disability.

The amount of compensation to which an injured person is entitled for **temporary total disability under the Act must not be less than the weekly equivalent of the amount payable for permanent**

total disability or, where his average earnings are less than such weekly equivalent, the amount of such earnings.

The New Brunswick amendment of June 1, 1973 included an increase in temporary total disability minimum benefit to \$45 from \$15 a week. The minimum for existing permanent total and permanent partial disability awards is increased from \$150 a month to \$250, effective July 1, 1973. The diminished earning capacity of the injured workman receiving a permanent partial award must be 50 per cent or more. A new provision removes the discriminatory payment of pensions to those disabled prior to 1940 and enables the Board to increase the minimum earnings (to \$250) on which the pension for partial disability pensioners (less than 50 per cent) is based, when the Board recognizes that extraordinary hardship is created as a result of factors relating to age, employment opportunities, training and other factors.

As of January 1, 1974, the minimum compensation payable to a **permanent total disability pensioner in Nova Scotia** is increased from \$150 a month to \$225 a month. Also, a \$45 allowance is payable to a permanent total disability pensioner for each child under 18 years, or up to 21 years if the child's education is being continued.

	Disability	
	Permanent Total	Temporary Total
Alberta (effective January 1, 1974)	Weekly payment equal to 75% of The worker's average weekly earnings to maximum of \$10,000 per annum	Periodic weekly payment for period of disability equal to 75% of average weekly earnings
New Brunswick	\$250 a month	\$45 a week or earnings, if less
Nova Scotia (effective January 1, 1974)	\$225 a month and \$45 a month for each child under 18 years or to age of 21 if education being continued	Not less than 75% of the minimum wage fixed by the Minimum Wage Board
Ontario	\$250 a month	\$55 a week or earnings, if less

Nova Scotia's new Act provides for increases in periodical payments based on increases in the consumer price index. The minimum average earnings base for permanent partial disability is increased from \$200 to \$300 a month and the revised base applies to all permanent partial disability pensioners regardless of whether the degree of disability is less than 15 per cent. Also, the **helpless allowance granted by the Board in its discretion to a workman rendered helpless through permanent total disability** is increased from \$100 to \$150 a year. The amendments are effective January 1, 1974.

DEPENDENT'S ALLOWANCES

Alberta, effective January 1, 1974, increased benefits for dependent widow, widower or common-law spouse if the relationship has existed for five years (or two years if a child has been born to the union). The widow or widower of a worker fatally injured on or after January 1, 1974 is to receive the full compensation that the worker would have received as a permanent total disability pension.

The grant to dependants for additional expenses resulting from the death of a worker is increased to \$500. The minimum Worker's Compensation Board total permanent disability pension is increased to \$275 a month. The minimum partial disability pensions are increased proportionately.

The minimum Worker's Compensation Board pension for a dependent widow or widower prior to January 1, 1974 is increased to \$225 a month and the dependent child

allowance is increased to \$70 a month until the age of 18 years or, in the case of a dependent invalid child, irrespective of age for as long as, in the opinion of the Board, it might reasonably be expected that the worker, had he lived, would have continued to contribute to the support of the child.

The lump sum termination of pension payment is increased to \$2,700 for a dependent widow or widower upon remarriage.

Amendments in Ontario also came into force July 1, 1973, bringing substantial increases in benefits. The widow's monthly pension is increased from \$175 to \$250 a month. Children's monthly allowances are increased by \$10 to \$70 for each child with parent and to \$80 for orphans. The over-all minimum payable to a widow with three or more children is increased from \$355 to \$460 a month. The minimum amount payable for other dependants is increased from \$150 to \$250 a month. Maximum funeral allowance increased from \$400 to \$500.

Changes in New Brunswick, effective June 1, 1973 raised the widow's monthly benefit from \$100 to \$140 a month and the lump sum payment from \$200 to \$300. The monthly benefit for a schoolchild with parent is increased from \$25 to \$40; for an orphan attending school, from \$50 to \$75. The age limit of 21 years is retained notwithstanding the Age of Majority Act.

In Prince Edward Island, the lump sum payable where the widow or invalid widower is the sole dependant was doubled in 1970 to \$400. An amendment brought into force March 16, 1973 extends the increase (to \$400 from \$200) to apply to the amount payable where the widow or invalid widower has one or more children. The allowance to a child with parent is increased from \$25 to \$30 and that for orphan child from \$35 to \$40.

The federal Merchant Seamen Compensation Order of December 19, 1972 increases the widow's monthly pension from \$100 to \$120 and the lump sum payment to the widow (or foster mother) from \$200 to \$300. Minimum compensation payable, where the dependants are a widow (or invalid widower) and one child, is increased from \$135 to \$155, irrespective of the amount of the seaman's earnings. The further monthly payment of \$35 for each additional child is unchanged. Should the total monthly compensation exceed the seaman's average earnings, the compensation is a sum equal to such earnings or \$155, whichever is the greater, the share for each child entitled to compensation being reduced proportionately.

In Nova Scotia, effective January 1, 1974, the lump sum payment to a widow or widower is increased from \$250 to \$500; the monthly payment to a widow or invalid widower, from \$115 to \$225. The monthly allowance payable to a widow or invalid widower for each child under 18 years of age is increased from \$38 to \$45, and the monthly allowance for an orphan from \$45 to \$60. The monthly allowance for other dependants is increased from \$60 to \$75 for any one dependant, not exceeding in the whole \$100 a month.

REHABILITATION

Prince Edward Island increased, from \$10,000 to \$25,000, the funds available each year to cover the expense of getting injured workers back to work, and to reduce or remove any handicap they may have suffered.

COMPENSATION

In Nova Scotia, if a dependent widow marries on or after January 1, 1974, her right to compensation ceases, but she is entitled to \$50 a month for 25 months from the date of the marriage or, in the discretion of the Board, to be paid an amount equal to such payments in one or more amounts.

COMMON-LAW WIFE

In Alberta, when a worker dies as the result of an accident occurring on or after January 1, 1974, leaving no dependent spouse, his dependent common-law spouse, where the relationship has existed for five years immediately preceding his death or for two years if a child has been born to the union, is entitled to receive the compensation payable to a dependent spouse until such time as he or she (the spouse) marries.

MEDICAL AID

The Workers' Compensation Board in Alberta, as is the case in many provinces, has the right to provide a special surgical operation or other special medical treatment to cure and relieve an injured worker from the effects of

the injury. The Board may take such measures and make such expenditures, including the supplying of any apparatus, as are necessary to assist in lessening or removing any handicap resulting from an injury to a worker. The Board provides for the repair, maintenance or renewal of any apparatus which it provides to an injured worker.

When a worker is rendered helpless through permanent total disability, the Board may provide such other treatment services or attendance as may be necessary as a result of the injury.

MEDICAL REVIEWS

In Alberta, a worker who claims compensation or to whom compensation is payable under the Workers' Compensation Act is required to submit himself for medical examination in such time and place as the Board may require. This is similar to legislation in most of the provinces.

CLAIM REVIEW

The Board in Alberta, upon request from the employer or the worker or a dependant, may appoint a review committee to review the record of a claim for compensation under the Workers' Compensation Act, and the committee, with the consent of the Board, may hear representations on behalf of the employer and the worker or dependant and may confirm, vary or reverse any decision made in respect of the claim. Similar legislation exists in other provinces.

An amendment to the British Columbia Act, effective January 1, 1974, provides for the establishment by the Lieutenant-Governor in Council of a panel of persons representing organized groups of employers and organized groups of workmen.

By order, the Lieutenant-Governor in Council may:

- (1) establish boards of review each comprised of a chairman and one or more persons selected from the panel;
- (2) make regulations respecting—
 - the constitution of the boards of review,
 - the remuneration and expenses to be paid to members of boards of review and to other persons required to attend before them,
 - the practices and proceedings governing appeals to and hearings before boards of review,
 - the duties and powers of boards of review, or any member of them and
 - any manner or thing necessary for efficient operation of a board of review.

Within 90 days (or such other time as the Board may allow) from the date a decision of the Workmen's Compensation Board is given to a workman or employer, either of them or a person acting on their behalf may appeal to a board of review as prescribed in the regulation. **Every decision of a board of review, together with its findings and reasons, must be recorded in writing and served forthwith:**

- (1) upon the appellant and his employer or workman; and
- (2) where the board of review does not confirm the decisions of the Board, upon the Board, and the Board in such case will reconsider its original decision.

where a board of appeal makes a decision:

an organized group of workmen, or
an organized group of employees, or

where the decision of the board of review is not unanimous, the appellant or his employer or workman affected by the decision may, not more than 60 days from the date of the decision upon the appeal, or within such other period as the Board may allow, appeal the decision of the board of review to the Board.

where the chairman of a board of review is of the opinion that a board of review decision (unanimous or otherwise) involves a principle of importance, he may, upon application by the workman or his employer made not more than 30 days from service of decision, grant leave to appeal and communicate the leave forthwith to the Board.

on appeal, the Board may direct the board of review to reconsider or re-hear the matter either generally or on any particular issue, and the Board may withhold its decision pending the decision of the board of review.

The decision of the Board on an appeal from a decision of a board of review is final and not subject to appeal to or review by any court.

where a workman affected by an appeal is required by and appears before the Board on an appeal from a board of review decision to the Board, he must be paid travel and other allowances, including cost of wages.

A benefit claim allowed by a board of review must be paid forthwith after the decision, notwithstanding an appeal to the Board from a board of review decision and, except for fraud or misrepresentation, is not recoverable from the workman.

All expenses required by board of review procedures are to be paid out of the Accident Fund.

An addition to the Saskatchewan Act provides for the appointment, as an officer of the Department of Labour, of a Workman's advocate, who may assist workmen or their dependants in advancing compensation claims. Four other provinces—British Columbia, Manitoba, Nova Scotia and Ontario—have similar services. Required technical, clerical and other assistance will be provided by the Department. The Advocate will have complete access to the Board's files regarding claims under consideration.

INDUSTRIAL DISEASES

The Ontario Board is now empowered to enter into an agreement with the appropriate authority in any other province or territory of Canada to provide for the sharing of costs of silicosis claims in proportion to exposure or estimated exposure to silica dust, for workmen who have exposure employment in Ontario and who may not qualify for benefits in any other province or territory of Canada because of residence or exposure requirements.

COVERAGE

A New Brunswick Order in Council issued December 20, 1973 directs that workmen's compensation coverage be extended to all employees of provincial school boards and that coverage for all employees of provincial school boards and hospital boards be paid for on a "pay-as-you-go" basis.

Alberta's new Worker's Compensation Act applies to all businesses and industry in Alberta except for those declared exempt. Since it would be physically impossible to bring all Alberta industries under the Act simultaneously on January 1, 1974, new industries coming within the scope of the Act will be phased in at regular intervals during the next two or three years.

Ontario has provided for employees of the Farm Safety Association to be deemed to be employees of the Workmen's Compensation Board for purposes of the Board's Superannuation Fund.

Québec has excluded participating athletes from the coverage granted to the operation of various athletic clubs such as hockey or football clubs.

REPORTING AND REVIEWS

A review of the Act and its administration is customary in some provinces, usually periodically at four- or five-year intervals, by committee of review, such as in Alberta, Newfoundland and Saskatchewan or by Royal Commission (e.g., British Columbia, Ontario). **The New Brunswick amendment provides for the establishment of an advisory committee, its functions, membership, terms of office, support staff (clerical, technical) and payment of allowance:**

(1) the Minister of Labour may appoint an advisory committee consisting of a chairman and two or more members;

(2) the chairman must not represent either labour or management;

(3) the members to represent labour and management in equal proportions;

(4) the chairman and members to be appointed for two years and be eligible for reappointment;

(5) the Minister of Labour and the Workmen's Compensation Board to supply technical and clerical services;

(6) the chairman and members to hold office during pleasure and be paid, out of the Accident Fund, their daily attendance allowance and travel expenses as required;

(7) the committee to meet at least three times a year and advise the Minister of Labour and the Chairman of the Board jointly on developments in the field of workmen's compensation in other jurisdictions and recommend changes in the Act, regulations or Board practices in order to promote the better functioning and service of the Board.

In Newfoundland, a Commissioner (Hugh O'Neil) was appointed in August under The Public Enquiries Act to look into the relationship of the Workmen's Compensation Board with its employees, and to make recommendations for steps to improve that relationship and to ensure the effectiveness of operations of the Board to carry out the purposes for which it was created. The report will be made with as little delay as possible.

An Advisory Committee in Alberta is to ensure that the new Workers' Compensation Act keeps abreast of the economy, particularly in respect to cost of living increases in compensation payments, and will help keep the Act current in its approach to compensation problems. Its recommendations will be brought to the attention of the Cabinet by the Minister of Labour. Any necessary improvements to other sections of the Act may also be brought to the attention of the Cabinet through this committee.

Under the new Act, the Cabinet is empowered to make any such adjustments annually. This does not mean the abandonment of the customary four-year general review by a special Legislative Committee.

THIRD-PARTY ACTIONS

The New Brunswick amendment (proclaimed June 1, 1973) spelled out some significant provisions concerning third-party actions.

As before, when action lies against some person other than the injured workman's employer, the workman or his dependants may either claim compensation or bring the action.

A new provision deems that any settlement collected before the action is brought from the person against whom the action may be brought constitutes an election on behalf of the workman or his dependants to bring the action.

Further, new requirements relating to the mechanics of electing to pursue an action or claim compensation are incorporated into the Act.

The election must be made on notice of it given to the Board within three months of the accident unless the time limit is extended by the Board.

The Board may pay compensation if satisfied that, owing to physical or mental disability, a workman unable to make an election an undue hardship may result. If the workman subsequently decides not to claim compensation, the Board may recover the amount paid as a first charge against the sum awarded in an action.

An election may be filed on behalf of an infant child of a deceased workman by his parent, guardian or a person who has had him placed under his care.

The dependent spouse of a mentally incapacitated or unconscious workman may make an election on his behalf. If no such election is made within three months after the day of the injury, the Board will make the election.

As before, the workman or his dependants have entitlement to full compensation regardless of the amount collected by action or settlement. It is now made mandatory that this applies only to a settlement that has been approved by the Board in writing before it is made.

The subrogation rights of the Board are now spelled out more clearly, and the workman has the legal right to any surplus collected, deductible from any future

compensation or benefits to which the workman or his dependants may become entitled in the claim.

Board has the exclusive right to determine whether it shall maintain an action, abandon it or compromise the right of action, and the decision of the Board is final.

Board or the workman can sue for medical aid that has been provided and the workman's salary in the action, thus ensuring that such amounts disallowed by the employer could be recovered without his being joined in the action.

Motor Vehicle Act prohibits recovery from the unsatisfied compensation fund. This is now made applicable to the Board by a

new provision that permits recovery by the Workmen's Compensation Fund.

As before, right of action by an employer or workman against any employer or workman concerned is denied. It is now clarified that both workmen involved must have been in the course of their employment at the time of the accident. A further addition makes it clear that, as in British Columbia and Ontario (recently confirmed by a Supreme Court decision), the Workmen's Compensation Board has jurisdiction to determine

whether the action is one which the right to bring is taken away by this provision, and its adjudication and determination is final.

In Alberta under the new Workmen's Compensation Act the worker's right of action against the employer is removed and the Board is subrogated to the cause of action of the worker, his legal personal representative or his dependants against a third party. There have not been any changes in this respect from the previous Act.

The foregoing article, prepared by Milton F. House of the Department's Legislative Research Branch, is the second of a series of six reports describing developments in Canadian labour legislation during the year; included is legislation enacted before December 15, 1973. The remaining four reports will deal with: apprenticeship and tradesmen's qualifications; labour standards; human rights; and labour relations.

BOOK REVIEWS

STRESS ON THE JOB

Workers Under Stress: The Impact of Work Pressure on Group Cohesion; by Stuart M. Klein, University Press of Kentucky; 111 pages, by Shirley Plowman.

The industrial setting for this study offered a unique opportunity for observers to examine **the effects of work pressure on industrial employees.** The research was done in one company's six plants across the United States, whose total population comprised more than 17,000 employees. **Most of these persons were blue-collar workers** ranging from semi-skilled to very highly skilled. All of the blue-collar workers in the four smaller plants were engaged in the study; in the two largest plants, one third of the blue-collar workers were selected by random sample. Altogether 3,604 blue-collar employees were included in the research population.

Data were collected over a two-year period starting in 1961. In each case of the two-part study, a paper-and-pencil, fixed-alternative questionnaire based on 48 tape-recorded interviews and three pre-test questionnaires was used. The respondents were completely anonymous; no census data were gathered, and identification was by department only.

The arrangements made at each plant to examine and analyse the impact of stress on group cohesion provided a virtual researcher's paradise. The parent corporation had always been considered a historic leader in employee relations: although the company was not unionized, management prided itself on having established pioneer benefits and high wages; company foremen were trained to respect the sanctity and uniqueness of the individual; wages were above the industrial norm; and the employees were almost unequalled in their loyalty to the company.

The history of employee relations in the company could have been characterized by the slogan, 'fair day's work for a fair day's pay.' But when a consulting firm of industrial engineers was brought in, management was presented with proof that **the firm's production was not keeping pace with that of other companies.**

In the past, employee performance had been measured against the average historical output for each kind of job. The consultants estimated that, if the company plants were measured against standard data based on time and motion studies, they would be shown to be producing at approximately 60 per cent of the average rate. Convinced that they were somehow missing the productivity boat, the company adopted the use of these standard data, and to work to apply them to the individual worker.

A number of employees were resistant to the new standard at the time of this study. The major change had been on it for varying lengths of time, and the severity of the change also varied, so that the under examination could be separated into groups representing various lengths of time under pressure and various degrees of pressure.

The researchers knew that **people subjected to increased work demands are threatened in a few ways.** First, they lose control over their environment. Those under pressure have to work as fast as they can, so they cannot control their pace. Secondly, the employees are faced with a loss of rewards—salary increases.

transfers to better jobs—and are subject to punishments—for example, threats, chastisements, transfers to lesser jobs, and dismissals—if they cannot meet the new work demands. The employee, therefore, has to protect himself from financial loss, status loss, and criticism from his supervisor.

When the smoke cleared, the researchers found that about **34 per cent of the control group could not meet the work expectations in the high-pressure groups**; 16 per cent could not meet it in the middle-pressure groups, and 2 per cent could not meet it in the low-pressure groups.

The researchers thought that employees threatened by work pressures would seek to alleviate the threat by becoming more cohesive, thus gaining mutual support and mutual co-operation. They also thought that social needs would be aroused that could be met through cohesive behavior. And they believed that work pressures would take a significant portion of environmental control away from the worker and motivate him to regain control through group action.

Their theory was based on a number of studies conducted during World War 2 to demonstrate the cohesiveness of groups under common stress. Despite previous distrust between white and black seamen, for example, it was observed that the two groups became more cohesive when they were forced to live together aboard ship for extended periods of time—and especially so under the threat of external conflict. There was an increasing camaraderie when their safety depended upon others in the crew.

The researchers discovered, however, that **the threat of work pressure and loss of environmental control did not result in cohesive behavior**. A reward structure set up by the company led the workers to behave in an individual-oriented manner rather than in a group-oriented manner. And because the rewards were set up so that the employees had to work faster and harder, there was less opportunity for them to help one another, stick up for one another, and engage in friendly activity. People who had to work as fast as possible under strong pressure and unresponsive management thought of themselves “trying to work faster than each other,” and this set the stage for potential intragroup conflict.

Conversely, the researchers found that **low-pressure conditions with the reward system were conducive to cohesive behavior**, because there was more time to engage in cohesive behavior. Competitive behavior was threatening to group members only under high-pressure conditions in which the quantity of work was important, and where people had trouble turning out the desired amount of work.

The only data to support the researchers’ original theory (that shared adversity drew people closer) came to light when the managers rewarded group behavior under high pressure. Then there was a marked increase in cohesive behavior, even though there was no decrease in competitive behavior. There were two reasons for this, the researchers

found: “Managers who reward for co-operative behavior tend to create an environment in which competitive behavior can occur without being threatening; and managers who apply pressure on a group basis bring group goals more in line with individual goals, thereby making an approach to individual goals, through competitive behavior, serve common interests.”

(Shirley Plowman is Project Officer for the Public Relations and Information Services Branch of the Department.)

DEPRESSION RETROSPECT

Ten Lost Years 1929-1939: Memories of Canadians who Survived the Depression. By Barry Broadfoot, Doubleday Canada Ltd., Toronto, 389 pp; by Fraser Isbester.

Barry Broadfoot has found 10 years we had all lost, and in this superlative compilation of oral history he **adds substantially to the meagre but growing collection of Depression literature**. His book fleshes out the skeletal passages in our economic and social history books, widens the horizons of W. Gray’s, **The Winter Years—Depression on the Prairies**, and populates Michiel Hornes’s **Dirty Thirties**. Indeed, his Depression people, speaking directly to the reader, seem larger than life because their experiences stretch the imagination of one (such as the reviewer) who remembers little of the 1930s.

Ten Lost Years is not a book to be read in a hurry; in fact, it's probably impossible to read it quickly. The images of suffering, pain and frustration are described in such simple, straightforward language that they overcome the reader, piling horror upon nightmare. Not that the book was intended to frighten or to warn; it is simply **an attempt to bridge the gap in modern history books**, and, perhaps too, in our folk memory between the years 1929 and 1939.

Partly because of its style, but mainly for its content, **Ten Lost Years** is an unqualified success. What more succinct description of living out those years than: "If starvation is what they do in India, then I never starved. If being hungry is not having a scrap of food for more than two days, then I was hungry lots of times."

The impact of the Depression was profound, and is summed up in this excerpt, which also appears on the cover flap: "Just put in your book that you met Harry Jacobsen and he's 78 years old. Might say I never took a backward step in my life until that Depression whipped me, took away my wife, my home, a section of good land back in Saskatchewan. Left me with nothing. Write that down."

One of Broadfoot's contributors voices the author's thesis for him, but in the language of experience. He begins: "One thing that has always astonished me is the way the Depression has been handled by school textbooks . . . **It is almost a conspiracy to hide those 10 years**, . . . But there is a—for want of a better word, I'll have to call it

a conspiracy, and therefore it must be deliberate, to see no evil, hear no evil, speak no evil." Occasionally, the brief anecdotes are like beams of sunlight piercing the general gloom of the book: the story of the Pictou family that started a restaurant; "The Toronto Boarding House"; "Bern the Bohunk"; "Golf Balls for Dinner"; "Whose Kids are Those?" and many others.

Broadfoot's contributors have mastered the art of the aphorism: "Never have a friendly dog in a Depression". "People never lost their faith but . . . some people can carry the faith better than others." "Man for man, I'll stack the Canadian worker up against any worker in the world." "We (farm labourers) were treated like animals, and I guess that's pretty well what we became." "Airplanes are dangerous, pilots are unreliable."

From one passage, we might infer **the principal lesson learned by the veterans of the depression**: "Be safe. Be careful. Always listen to mother." And those who criticize the cautious Canadian for failing to risk capital in his own country, leaving the development task to foreign capital, should read about those 10 years we all lost.

For this reviewer, the contributors' matter-of-fact **descriptions of the plagues that beset the Prairies**—drought, dust, grasshoppers, bone-

chilling winters—are **the most memorable passages**, probably because they are so hard to visualize to relate to one's own experience. For instance: "Millions, billions, trillions. Yes, I remember grasshoppers. They would stop the trains. No traction. What a country. Dust would stop the trains and cars. The engineer couldn't see the bell and the car driver couldn't see the ornament on his water tank from the front of the hood."

The stories from Northern Ontario and the British Columbia bush where one of the worst forest fires in memory was deliberately set to provide the unemployed with work as firefighters—are quite horrifying. The stories of the industrial unemployed (30 per cent of the male labour force in Montreal) are comprehensible, even though far removed from our recent experience; and the stories of the Maritimes seem, somehow, to be conceivable, however outrageous. But **Ten Lost Years** has another quality that must be mentioned—**every word, every story, every experience rings with truth**. Perhaps that is because, throughout the book, most of the contributors convey a reticence, almost an embarrassment, at having been associated with a decade of the most excruciating hardship in our existence bountiful beyond the imagining in the 'Thirties'.

Barry Broadfoot has in his tape the substance of several radio broadcasts, and in his book the basis of a documentary film that we badly need. I hope that books are produced and soon.

(Dr. Isbester is Associate Professor with the Faculty of Industrial Relations at McMaster University. He is co-author of the "Man and His Work" series, a Department of Labour publication for high school students (LG, Jan. 1973, p. 5).)

PRICE INDEXES

CONSUMER, DECEMBER

The consumer price index (1961=100) advanced 0.6 per cent to 156.4 in December from 155.5 in November, and was 9.1 per cent above its level of a year ago. Higher prices for food consumed away from home were responsible for an increase of 0.2 per cent in the food index. The level of prices for all-items other than food rose 0.6 per cent, the main contributors to this increase being the housing and clothing components, 0.8 per cent, and transportation, 0.9 per cent. The health and personal care index advanced 0.2 per cent, and the recreation, education and reading, and the tobacco and alcohol components, were unchanged.

The food index advance of 0.2 per cent to 172.1 from 171.8 was mainly because of an increase of 1.2 per cent in the price of food outside the home; prices for food for home consumption were unchanged, on average, over the month. Among home-consumed foods, higher price levels for beef, processed vegetables and fruit, cereal and bakery products, and fats and oils, were offset by lower levels for fresh produce, pork and poultry. The index for meat, poultry and fish declined 0.6 per cent as poultry prices fell 4.2 per cent and pork, 1.5 per cent—outweighing an advance of 0.7 per cent in the beef index. In the latest twelve months, the index for meat, poultry and fish advanced more than 29 per cent, poultry 39 per cent, beef more than 28 per cent, and pork 27 per cent. Egg prices, which had registered small decreases in October and November, rose 1.2 per cent to retail at more than 40 per cent above their December 1972 level. The index for processed vegetables and fruit, in the latest month, advanced 2.9 per cent, but fresh vegetable prices declined 2.1 per cent and fruit prices 0.7 per cent.

Since December 1972, fresh fruit prices rose, on average, nearly 28 per cent and fresh vegetable prices declined more than 4 per cent. Bread prices declined slightly, but the cereal and bakery products index rose 0.6 per cent because of continued price increases for macaroni, breakfast cereal, cookies and cake. With an advance of almost 3.0 per cent in margarine prices, the **index for fats and oils** rose 2.0 per cent—**more than 18 per cent above its level of a year ago**. The index for dairy products, which declined in the previous two months, increased 0.2 per cent—only the price of powdered skim milk decreasing. Other foods recording increases were soft drinks, tea and coffee, sugar, soup and honey. Between December 1972 and December 1973, the food index advanced 17.0 per cent, with the price of food consumed at home increasing 16.6 per cent and for food consumed away from home by 18.5 per cent.

The **housing index** rose 0.8 per cent to 157.4 from 156.1 as a result of increases of 0.5 per cent in the shelter component and 1.3 per cent in household operation. It was 7.2 per cent above its level of a year ago. Within shelter, the home-ownership element increased 0.7 per cent and rents rose 0.2 per cent. Among household operation items, fuel oil prices advanced, on average, 7.0 per cent because of increases in Eastern Ontario, Québec and the Atlantic provinces; rates for domestic gas increased in some centres. Appliance prices advanced 1.6 per cent as general increases were recorded in most items surveyed, and furniture quotations rose, on average, 0.6 per cent. Among other home furnishings, linens, draperies, floor coverings and dishes were higher in price. The household supplies index advanced, on average, 0.9 per cent.

The **clothing index** rose 0.8 per cent to 144.9 from 143.8 as all major index components registered increases. It was 7.3 per cent above its level of a year ago. Charges for clothing services advanced 3.4 per cent because of generally higher prices for laundry, dry cleaning and shoe repairs. There were increases of 0.4 per cent and 0.5 per cent in the women's wear and men's wear components. The index for children's clothing rose 0.9 per cent, slightly below its level of a year earlier. Footwear prices increased, on average, 0.6 per cent as all items surveyed recorded increases.

The **piece goods index** advanced 0.2 per cent. The transportation index rose 0.9 per cent to 141.3 from 140.1 as increases were recorded in both the private and the public transportation components. It was 5.9 per cent above its December 1972 level. Within private transportation, an advance of 1.4 per cent in the automobile operation and maintenance index was mainly because of a 2.7 per cent increase in gasoline prices that occurred in cities in Eastern Ontario, Québec and the Atlantic provinces, and of widespread price advances for motor oil. Since December 1972, gasoline prices have risen more than 19 per cent. The increase in the public transportation component in the latest month was mainly because of advances in the train and plane fare indexes.

The **health and personal care index** rose 0.2 per cent to 161.1 from 160.8 as increases of 0.2 per cent were recorded in both components. Price increases for both prescribed and non-prescribed medicines were responsible for the rise in the health care index. Among items of personal care, toiletries advanced, and higher charges for men's haircuts were reported in some centres. Since December 1972, the health and personal care index rose 6.1 per cent.

The **recreation, education and reading index** was unchanged from its November level of 148.3, and was 4.9 per cent higher than a year ago. Higher prices in several cities for stereos, television sets and phonograph records were offset by seasonal reductions in motel rates in several cities.

The **tobacco and alcohol index** was unchanged from its November level of 136.9 and was 1.6 per cent above its level of a year ago.

Consumer price movements, classified by goods and services, give another view of the incidence of price change. Between November and December, the total goods index advanced 0.6 per cent with the main impetus coming from non-durable goods that rose 0.6 per cent in response to higher prices for fuel oil and gasoline and food eaten away from home. The index for semi-durable goods rose 0.5 per cent because of higher quotations for clothing and household furnishings. The component for durable goods advanced 0.4 per cent because of increased appliance, furniture, stereo and television prices. The services index rose 0.5 per cent. Increases were recorded in shelter, health and transportation elements. In the twelve months ending December 1973, the total goods index advanced 11.6 per cent, that for services 6.2 per cent.

CITY CONSUMER, NOVEMBER

Consumer price indexes rose in regional cities, and city combinations between October and November, increases ranging from 1 per cent in Thunder Bay and Winnipeg to 1.2 per cent in Montreal and Ottawa. Food indexes advanced in all cities except Halifax, reflecting, in many centres, higher prices for bakery and cereal products, beef cuts, poultry, fresh vegetables, processed fruits and vegetables, and restaurant food.

Pork products, eggs and fresh fruit were lower in price in most of the cities surveyed. Housing components rose in all cities mainly because of increased home-ownership and tenancy costs and higher prices for furniture, utensils and equipment. Clothing indexes advanced in all cities with higher quotations for most items of wearing apparel, footwear and women's accessories. Transportation costs rose in ten cities because of higher prices for gasoline and motor oil, and in eastern Canada, fuel oil prices increased. Health and personal care indexes advanced in all cities mainly because of increased charges for men's haircuts and women's hairdressing in many centres and higher prices for toiletries. Recreation and reading components rose in all cities reflecting increased movie admission charges in many centres and higher prices for sports equipment. Tobacco and alcohol indexes advanced in 11 cities mainly because of higher prices for alcohol on licensed premises.

CITY CONSUMER, DECEMBER

Between November and December **consumer price indexes rose in all regional cities and city-combinations**, with increases ranging from 0.3 per cent in Toronto and Saskatoon-Regina to 1.4 per cent in St. John's, Nfld. **Food indexes rose in seven cities and city-combinations and decreased in five.** Higher prices were recorded in most cities for bakery and cereal products, fats and oils, beef cuts, eggs, processed fruits and vegetables, beverages, and food eaten away from home; prices for pork cuts, poultry and fresh products were generally lower.

Housing components advanced in all cities reflecting increased home-ownership and tenancy costs and higher prices for furniture, appliances, linens, draperies and household supplies. In Eastern Ontario, Quebec and the Atlantic Provinces, the price of fuel oil increased. Clothing indexes increased in ten cities and city-combinations and declined in two—higher prices were recorded for footwear and men's and children's apparel. Charges for laundry, dry cleaning and shoe repairs, increased in all cities. The transportation component too, rose in all cities, reflecting advances in the train and plane fare indexes. In Eastern Canada, gasoline and motor oil were higher in price and increased parking fees were recorded in many cities. The remaining components registered mixed movements.

GENERAL TOPICS

EMPLOYMENT, DECEMBER

There were 9,298,000 persons in the labour force in the week ending December 15. Of these 8,786,000 were employed and 512,000 were unemployed.

Seasonally adjusted, the level of unemployment declined slightly—1,000 to 528,000 in December. The unemployment level for married men aged 25-54 was unchanged at 110,000 and for persons aged 14-24 it increased by 14,000 to 275,000. By duration, both the short-term seasonally adjusted unemployment level (unemployed less than four months) and the long-term unemployment level showed small decreases.

The seasonally adjusted level of employment advanced for the third successive month, the increase of 20,000 bringing the employment level to 8,877,000. Employment for married men aged 25-54 rose to 3,243,000 after remaining steady in November; for married women aged 25-54, there was little change in the employment level, and for persons aged 14-24, it advanced to 2,330,000 in December from 2,312,000 in November. In the Atlantic Region, Prairie Region and British Columbia the seasonally adjusted employment level increased, and in Quebec and Ontario it decreased slightly. The largest increase, 13,000, was in the Prairie Region. The decline in Ontario, 3,000, follows substantial increases in the past two months.

The seasonally adjusted unemployment rate was unchanged at 5.6 in December. It increased in Ontario 0.3, and in British Columbia 0.2, but decreased in the Atlantic Region 0.4 and in the Prairie Region 0.8. It remained about the same in Quebec, 0.1. The decrease in the seasonally adjusted unemployment rate in the Prairie Region, 0.8, was attributable to decreases of 0.5 for Manitoba, 1.1 for Saskatchewan and 1.1 for Alberta. By age groups, the rate increased 0.5 to 10.6 for persons aged 14-24, and for persons aged 25 and over, it showed little change.

The seasonally adjusted participation rate remained at 57.6 in December. This is the second consecutive month that the participation rate was unchanged. It increased in the Atlantic Region and British Columbia, decreased in Quebec, and was unchanged in Ontario and the Prairie Region. The rate for persons aged 14-24 increased 0.5 to 55.2 in December following a large increase last month of 0.6.

U.S. EMPLOYMENT

The actual number of unemployed persons in December, adjusted for normal seasonal changes such as an increase in temporary Christmas employment, was 4,400,000, almost 400,000 above the October low. Forty per

cent of those unemployed in December had lost their jobs—the remainder were new entrants or re-entrants into the labour force. The figure of 40 per cent for those who had lost their jobs was slightly higher than in the preceding six months. The rise in unemployment in December was concentrated in the female portion of the labour force, particularly younger women. The unemployment rate in December was 4.9 per cent of the labour force, higher than the rate of 4.7 per cent in November.

In December total employment was 85,600,000—2.7 million above its 1972 level. There was an increase of 160,000 to 2.6 million persons who were working part-time although they wanted full-time employment.

CORRECTION:

In the story titled **Shaping the Expansion: Economic Council of Canada 10th Annual Review**, on page 138 of the February number, the name of ECC Chairman Dr. André Raynauld was misspelled. Our apologies to Dr. Raynauld for this oversight.

The brief on the appointment of Bora Laskin, p. 168, was prepared for the Gazette by William B. Sims of the Department's Legislative Research Branch. Sims was a law student at Carleton University when the new Chief Justice lectured on law.

MARCH CREDITS

Photos. AFL-CIO News, Washington: Inside cover, p. 186, 188. Murray Mosher, Photo Features, Ottawa: Inside cover. Colin Price, Photo Features, Ottawa: p. 168. Toronto Star: p. 168. Canadian National: p. 169. NFB: p. 176, 193, 194. Ted Weinstein, Ottawa: p. 191, 192. Studio Laporte, Edmundston, N.B.: p. 195. Photo Moderne, ENR Québec: p. 206.

CONCILIATION

during December the Minister of Labour appointed conciliation officers to deal with the following disputes:

Channel Seven Television Limited (CKY-TV), Winnipeg, Man., and National Association of Broadcast Employees and Technicians (Conciliation Officer: A. E. Koppel).

Canadian Broadcasting Corporation and Service Employees' International Union, Locals 204 and 33 (representing a unit of janitors and janitresses in Toronto and Ottawa) (Conciliation Officer: K. K. Koppel).

Transair Limited, Winnipeg, Man., and Canadian Air Line Flight Attendants Association (Conciliation Officer: A. E. Koppel).

Alberta Wheat Pool; Pacific Elevators Limited; United Grain Growers Limited; Burrard Terminals Limited and Saskatchewan Wheat Pool and Grain Workers' Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officers: D. S. Tysoe and D. H. Cameron).

Cement Cartage Company Limited, Havelock, N.B., and Canadian Brotherhood of Railway, Transport and General Workers, Local 500A (Conciliation Officer: C. A. Ogden).

Somavrac Inc., Trois Rivières, Qué. and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: S. T. Payne).

Settlements by conciliation officers. Speedy Storage and Cartage Limited, Lethbridge, Alta., and General Teamsters, Local 362 (Conciliation Officer: D. H. Cameron) (LG, Feb., p. 149).

Eastern Transport Limited, Truro, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 505 (Conciliation Officer: R. L. Kervin) (LG, Jan., p. 71).

McFalls Cartage Limited, London, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 141 (Conciliation Officer: H. A. Fisher) (LG, Jan., p. 71).

Atomic Energy of Canada Limited (Chalk River Nuclear Laboratories), Chalk River and Deep River, Ont., and Office and Professional Employees International Union, Local 404 (representing a unit of administrative, clerical and medical employees) (Conciliation Officer: K. Hulse) (LG, Dec. 1973, p. 829).

Atomic Energy of Canada Ltd. (Whiteshell Nuclear Research Establishment), Pinawa, Man., and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 254 (Conciliation Officer: A. E. Koppel) (LG, December p. 829).

Disputes in which there was no further conciliatory action under Canada Labour Code (Part V—Industrial Relations). Maple Leaf Mills Limited, Komoka, Ont., and International Chemical Workers' Union, Local 552 (representing a unit of employees at the Komoka Plant) (Conciliation Officer: H. A. Fisher) (LG, Feb., p. 149).

CKCH Radio Limited (CKCH-AM—CKCH-FM), Hull, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: M. Archambault) (LG, Dec. 1973, p. 829).

Atomic Energy of Canada Limited (Chalk River Nuclear Laboratories), Chalk River, Ont., and International Union of Operating Engineers, Local 920 (Conciliation Officer: T. B. McRae) (reassigned to K. Hulse) (LG, July 1973, p. 492).

Disputes settled following decision to take no further conciliatory action under Canada Labour Code (Part V—Industrial Relations). Atomic Energy of Canada Limited (Chalk River Nuclear Laboratories), Chalk River, Ont., and International Union of Operating Engineers, Local 920 (Conciliation Officer: T. B. McRae) (reassigned to K. Hulse) (see above).

D.C.B. Industries Limited, Montréal, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: S. T. Payne) (LG, Oct., p. 696).

Conciliation commissioner appointments. National Harbours Board, Saint John, N.B., and Public Service Alliance of Canada (representing the National Harbours Board Police Association Group) (Conciliation Commissioner: R. J. Love) (LG, Jan., p. 71).

Laurentian Pilotage Authority, Montréal, Qué. and Public Service Alliance of Canada (Conciliation Commissioner: Stanley H. Hartt) (LG, Jan., p. 71).

British Yukon Navigation Company Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Commissioner: Louis Lindholm) (LG, Dec. 1973, p. 829).

Island Airlines Limited, Campbell River, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Commissioner: Prof. Joseph C. Smith) (LG, Feb., p. 150).

Conciliation commissioner settlements. Island Airlines Limited, Campbell River, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Commissioner: Prof. Joseph C. Smith) (see above).

Atomic Energy of Canada Limited (Power Projects), Sheridan Park, Ont., and The Sheridan Park Atomic Energy Draftsmen, Local 1645 (CLC) (Conciliation Commissioner: Prof. Donald Fraser) (LG, Feb., p. 150).

Conciliation board established. Air Canada and Canadian Air Line Employees' Association (representing a unit of passenger and communications agents) (LG, Jan. p. 72).

Conciliation board fully constituted. The Conciliation Board established to deal with a dispute between Great Lakes Pilotage Authority Ltd., Cornwall, Ont., and the Corporation of Professional Great Lakes Pilots (representing a unit of Canadian licensed ship pilots) (LG, Jan., p. 72) was full constituted with the appointment of George S. P. Ferguson, Q.C., of Toronto as chairman. Mr. Ferguson was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Bernard M. Deschenes, Q.C., Montréal, and union nominee Matthew A. Heeley, St. Catharines.

Conciliation board report received. Alberta Wheat Pool, Vancouver, B.C., and Grain Workers Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (representing a unit of office employees) (LG, Jan., p. 72). (Full text appears in Supplement No. 3, 1973).

Settlement reached by conciliation board. Alberta Wheat Pool, Vancouver, B.C., and Grain Workers Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (representing a unit of office employees) (see above).

Appointment of mediators under Sec. 195, Canada Labour Code (Part V—Industrial Relations). Capital Coach Lines Limited, Ottawa, Ont., and Canadian Brotherhood

of Railway, Transport and General Workers (representing a unit of employees classified as drivers) (Mediator: M. K. Carson) (LG, Feb., p. 150).

Maritime Employers Association (acting for and on behalf of the Shipping Federation of Canada Inc.), Port of Saint John, N.B., and International Longshoremen's Association, Local 273 (Mediator: R. L. Kervin) (LG, Feb., p. 150).

Settlements reached by mediators under Sec. 195, Canada Labour Code (Part V—Industrial Relations). Maritime Employers Association (acting for and on behalf of the Shipping Federation of Canada Inc.), Port of Halifax, N.S., and International Longshoremen's Association, Local 269 (Mediator: A. R. Gibbons) (LG, Feb., p. 150).

Canadian Broadcasting Corporation and the Canadian Wire Service Guild, Local 213, The American Newspaper Guild (Mediator: C. E. Poirier assisted by G. R. Doucet) (LG, Feb., p. 150).

Radio Laurentides Inc. (CKJL), Saint-Jérôme, Qué., and le Syndicat général des Communications, Section CKJL (Mediator: J. J. de Gaspé Loranger) (LG, Sept. 1973, p. 622).

Capital Coach Lines Limited, Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of employees classified as drivers) (Mediator: M. K. Carson) (see above).

DECISIONS OF THE UMPIRE

CUB 3256

"... Where Parliament has expressed its intention in clear and unambiguous language, neither a Board of Referees nor an Umpire is entitled to disregard or to, in effect, attempt to amend such legislative provisions," the Umpire said in allowing an appeal by the Unemployment Insurance Commission of a decision of a board of referees.

On March 6, 1972, a claimant filed an initial claim for benefit, stating that he had been employed from October 1, 1963 to February 29, 1972. His reason for separation was retirement, as he was 72 years of age at the time.

"The sole question for decision [in this case]," the Umpire explained, "is whether the claimant has complied with the provisions of Section 31(2) of the Act, thus entitling him to a special severance benefit of \$300.

"Section 31(2) reads as follows: 'When a major attachment claimant who is seventy years of age or over or to whom a retirement pension has at any time become payable under the Canada Pension Plan or Quebec Pension Plan makes an initial claim for benefit and an initial benefit period

would otherwise be established for him, an amount equal to three times the weekly rate of benefit at the rate applicable to him under section 24 shall forthwith be paid to him and section 23 does not apply in respect of the claimant.'

"It is clear that only a major attachment claimant is entitled to the special severance pay provided in said Section 31(2). A major attachment claimant is defined in Section 16(1)(d) of the Act as follows: 'major attachment claimant' means a claimant who has been employed in insurable employment for twenty or more weeks in his qualifying period;

"Since the record shows that this claimant had only 16 weeks of insurable employment in the prescribed period, he is therefore not a major attachment claimant as defined in Section 16(1)(d) and he is therefore not qualified to receive the special severance pay provided under Section 31(2).

"The Board of Referees allowed claimant's appeal on what must be described as a compassionate basis. The Board concluded that claimant's failure to acquire 20 weeks of insurable employment in

his qualifying period was due to the coming into force of Section 3(2)(a) of the new Act. The Board apparently decided that a literal application of the new provision would create an injustice in the instant case and allowed the appeal on this basis.

"I have some sympathy for this particular claimant as well but where Parliament has expressed its intention in clear and unambiguous language, neither a Board of Referees nor an Umpire is entitled to disregard or to, in effect, attempt to amend such legislative provisions.

"As stated above, this claimant has not brought himself within the provisions of Section 31(2) of the Act.

"The only other legislative provision of relevance to this case is Regulation 167, which reads as follows: 'Benefits are not payable pursuant to a decision of a board of referees if, within twenty-one days of the day on which the decision is given, the Commission appeals to an umpire on the ground that the board did not take into account a provision of the Act or these Regulations.'

"In my view, Regulation 167 applies here because the Board of Referees did not take into account those provisions of the Act to which I have referred supra and because the Commission did appeal to an Umpire within the 21 days specified in Regulation 167.

"Thus, the application of Regulation 167 prevents payment to the claimant by virtue of the provisions of Section 103(2)(b) of the Act.

"The Commission's appeal is therefore allowed."

The booklet, **Status of Women in Canada, 1973** is the latest report of recent legislation and administrative measures concerning women within the jurisdiction of the federal government. "Important steps have been taken in this respect," the Minister said "and the Government will continue its march forward until equality of opportunity is assured between women and men in Canada."

He reminded the House that on November 16, 1972, Canada had ratified the International Labour Organization Convention 100 concerning equal remuneration for men and women workers for work of equal value.

HIGHLIGHTS OF THE REPORT

Regulations of the Fair Wages and Hours of Work Act, were amended to include a provision stipulating that contractors hiring under a federal contract cannot discriminate against any person because of race, national origin, colour, religion, age, sex or marital status.

The Government asked the Public Service Commission in late 1972 to investigate complaints of alleged discrimination because of sex, race, national origin, colour or religion, and the Commission has set up an Anti-Discrimination Branch to conduct these enquiries.

Qualified women are being nominated to the Senate, appointed as judges and offered positions on boards and commissions as well as other senior posts.

The Government has appointed or reappointed, since October 1972 some 73 women to various boards and agencies. These include two judges of the Superior Court, four Citizenship Court judges, four full-time Commissioners of the Immigration Appeal Board and the Chairman of the Food Prices Review Board.

- An April 1972 Cabinet directive to deputy heads of government departments **urging that women be assigned to positions in the higher echelons** resulted in the creation of an interdepartmental committee by the Public Service Commission's Office of Equal Opportunities for Women. This committee, jointly chaired by senior officials from the Public Service Commission and the Treasury Board, has the responsibility for co-ordinating action and measuring progress.

- Guidelines developed by the Office of Equal Opportunities for Women have been sent to all departments to help them set up programs. In addition to the services offered by the Women's Bureau of the Canada Department of Labour, the Department of Manpower and Immigration is now appointing consultants in each Regional office with specific responsibilities for manpower services to women.

- **Part II of the Canada Labour Code includes provisions for maternity leave of up to 17 weeks.** The Unemployment Insurance Act entitles women workers to 15 weeks of maternity benefits (before, during and after confinement).

- **Financial support for day care has been expanded** through amendments to the Canada Assistance Plan Regulations. Provisions had previously allowed for sharing with the provinces the cost of salaries, staff training and research. The amendments have been expanded to include all operating costs and, in some cases, costs for equipment. **The Canada Assistance Plan provides support for family day care services in a home environment.**

- The Department of National Health and Welfare has established a National Day Care Information Centre within the Canada Assistance Plan Directorate. The Centre provides information on all aspects of the day care field.

- Single parent families and their special problems have not been overlooked. The Government has made plans to review with the provinces the social security system undertaken by the federal and provincial governments. Within the framework of these discussions, the questions of the participation of the spouse remaining at home in the Canada and Québec Pension Plans, and of the equal treatment of women and men under the plan will be given top priority.

- **Funds have been allocated to the Minister Responsible for the Status of Women, to go to national women's organizations to assist with their programs.** Other departments are also making funds available. The Citizenship Branch of the Secretary of State Department has an active program of support to women's groups, and native women are benefitting from programs established by the Native Citizen's Programme geared to increase their ability to participate more fully in all aspects of community life.

The report deals also with enrollment, maternity leave benefits and superannuation for women in the Canadian Forces, and the enlistment and superannuation of women in the Royal Canadian Mounted Police. It cites the progress made in immigration concerning the right of wives to be independent applicants, and gives sympathetic hearing to recommendations made by the Royal Commission on the Status of Women concerning citizenship. The closing chapter deals with criminal law and women offenders, and amendments to the Criminal Code.

Reaction to the report was mixed.

Grace MacInnis (NDP-Vancouver-Kingsway) expressed approval of Government achievements, but said that there were still many problem areas not touched upon, such as the status of Indian women who marry non-Indians, abortion, family planning programs and day care provisions.

Gordon Fairweather (PC-Fundy-Royal) suggested there should be "fewer pamphlets and more evidence of action." The number of women in senior positions in the federal public service, he averred, is a glaring example of the lack of Government action. "About 85 per cent of government female employees are in lower-paying, lower-status positions."

Rene Matte (SC-Champlain) suggested that the Government may be perpetuating a distinction between men and women by continuing financial support of women's groups. He suggested that the Government consider paying women for the work they do at home. If housework were financially recognized, he said, it would combat unemployment.

Laura Sabia, Chairman of the Ontario Status of Women Advisory Council, said that the report was "pure window dressing and barely hides an empty store." She said that she would never be satisfied until women have complete equality, and that the report was "nowhere near good enough."

Mrs. Sabia believes that men have the best of all possible worlds and they had no intention of changing the situation. "Let's get women in Parliament and women in the Legislature. It's the only way to make changes. The men won't do it, they've got to be pushed all the way."

In the near future, she is hoping to arrange meetings between the provincial and federal status of women advisory councils, so that both can work toward common aims.

On the international scene, statistics show only eight women—among 271 men—holding director-level jobs on the UN roster of 10,000 international public servants.

Recently, Helvi Sipilä of Finland was named to the highest-ranking job ever held by a woman on the United Nations staff—a \$46,100-a-year assistant secretary-general post. According to Sipilä, the UN secretariat "won't have a better record until the government themselves have a better record of employing women in high ranking posts.

In the area of women's suffrage Sipilä sees great progress. At the start of the Second World War there were only 32 countries where women could vote. Now there are only five where women can't—Liechtenstein, Kuwait, Jordan, Saudi Arabia and Yemen.

The status of women in the industrialized world is marked by "increasing freedom of choice to do what they want with their lives," she said. She believes that men should also concern themselves about being discriminated against.

"It has been taken for granted that the woman is the only one who has the right to take care of the children. The ideal is for both to do more for the family together. I'm defending the rights of both men and women. There should be equal opportunities for both."

THE QFL'S PROGRESS TOWARD AUTONOMY

MARCEL PEPIN

free association of unions whose aim is to have a provincial mouthpiece, the Québec Federation of Labour has in the past several years leaned toward assuming the role of a truly autonomous central labour body in order to become the "main" mouthpiece of its members. Such an ambition, however, runs into obstacles because, before being members of the QFL, unions are not all affiliated to the CLC and must all turn to national or international headquarters for direction. The tendencies of the one or the other have in the past

been and still remain far apart in more than a few respects. This explains the resistance of several member unions to sacrifice a bit of their independence to reinforce the real power of the QFL.

Deprived of such real power from the standpoint of mandates and resources, the QFL nevertheless chose, under the direction of Louis Laberge, to act as if it really held authority over its members. Mr. Laberge worked to such good purpose to make it appear that his central labour body had reached a degree of power and efficiency

comparable to that of other central labour bodies that, not only did the public finally believe it, but also the members of the QFL were convinced that it had.

Failing on his own, however, to mobilize his troops on particular points, Mr. Laberge managed throughout the years to obtain the sustained co-operation of the chief Québec officers of the international or national unions active in Québec, with the result that on several occasions the power of the QFL proved to be true.





Delegates at QFL convention.

To fill the gap that has never ceased to exist between the real capacity of the central labour body to work on its members and the reputation that Mr. Laberge has wanted to create for his organization, the QFL President has never refrained from using the incisive style for which he is known. As a result, positions taken were enough to make people tremble but lead observers of the Québec union world to wonder about it all. Thus, when Louis Laberge speaks of launching an attack on the Government, when he obtains permission to launch a general strike or secures approval of the concept of civil disobedience as an appropriate union weapon, he shows that his actions are based on mere wishes rather than on a real capacity to take such steps.

The power of the QFL remains a weak one; member unions are the sole masters of their strategy, and then only if their international officers grant them an autonomy of sorts. It was in such a setting of powerlessness that the delegates attending the QFL convention in December sought new tools to give their central labour body some kind of capacity with which to eventually transform the organization into a real motor of the Québec labour movement.

The plan of attack aimed first of all at clarifying the order of priority as regards allegiance. Must a member of the United Rubber Workers, for example, devote all his energies and resources to promote his international union first of all, then to the programs of the Canadian Labour Congress and then, only on a voluntary basis, to the QFL? The question was asked, and the answer is more and more unanimous: the first allegiance must be to the Québec organization, in other words, to the QFL.

It is difficult to say whether the QFL is changing under the impetus of Québec nationalism in the sectors, or whether it is simply trying to ride the nationalist wave and take a nationalist turn which cannot but please its officers.

Supported by the general nationalist trend, the QFL has moved forward to a point where it may become an organization increasingly dependent upon other decision-making organizations of the "international" labour movement by deciding to directly affiliate unions that could decide to sever their bonds with their "international union."

In the immediate future, the construction unions are the main ones likely to take advantage of the new clause in the QFL's constitution. But will this snowball? Conscious of the impact of that resolution on the already strained relations between the CLC and the QFL, the officers of the latter have precious little to say on the subject.

provincial federations are not authorized to certify unions directly. According to the CLC statutes, their role, at the geographical level, consists in representing unions affiliated to the CLC. If the reverse were to happen, it could mean, sooner or later, the break-up of the CLC and the creation of a parallel central labour body in Québec.

Anticipating the CLC's ill humour, the officers of the QFL openly criticized the Canadian labour body. Theoretically, the CLC is taken to task for mismanaging its union education mission in Québec; for not consulting the QFL, which considers itself more representative of the Québec workers than the CLC representatives on the CLC Executive; and, above all, for practising a form of conservative and sterile unionism.

The conflicts between the CLC and the QFL can be summed up as being structural and communication problems which could easily be solved if both parties really tried to. But instead of improving, the situation is worsening. Why? Simply because Québec union members increasingly want a provincial decision-making organization instead of a Canadian one.

Taken at the union level, then it is the whole question of Québec-Ontario relations that emerges. Some want by all means to dissociate from the CLC and run their own business themselves within the QFL; others prefer the status quo, that is, a CLC having the funds and the jurisdictions and a QFL that "represents without managing"; caught between the

two, the officers are lost in middle-of-the-road formulas of the particular status kind because of the "particular" character of Québec.

The trouble is that neither the CLC nor the QFL is empowered to settle the question. This falls within the province of local unions, most of which must take into consideration the policy of their headquarters, which, in most cases, are international.

The matter may not be settled for quite a while yet, even though Mr. Laberge swears that he will not mince his words at the next CLC convention to be held in Vancouver in May, even though the delegates at the QFL convention let off steam with threats.

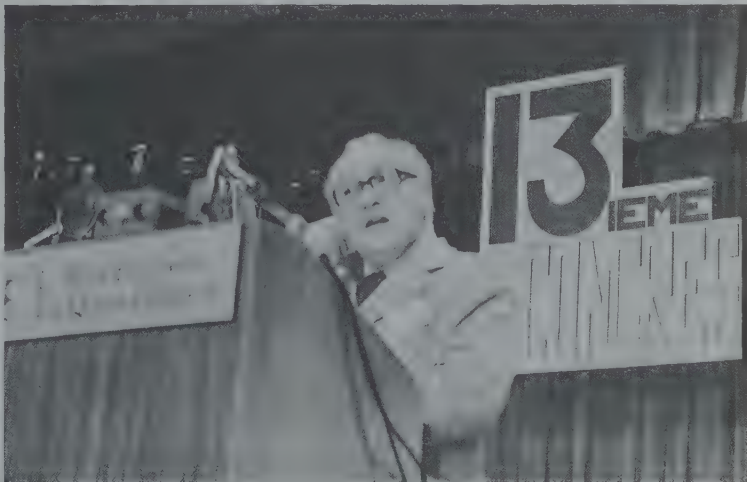
Mr. Laberge wagered that he would be more successful than the rival CLC in persuading local unions that their haven was the QFL. It must be said that he has so far instilled in these unions a pride they had lacked for a long time, that of belonging to a movement that favours a fighting kind of trade unionism.

The jailing of Laberge, the unanimous support he got from the

CUPE affiliated unions, the halo surrounding him as a martyr for the cause resulted in making the members feel that there was less ground for the charge laid throughout the years by the CNTU against the QFL that it was dealing in bourgeois trade unionism. This change came about gradually and it is still difficult to figure out to what extent it has reached the 275,000 members of the QFL. At the image level, however, there can be no doubt that the QFL has resolutely enlisted in the radicalization movement that is winning Québec trade unionism.

At the practical level, however, the QFL remains a weak structure, with a meagre budget, supported by a skeleton team of eight union members. Its credibility is likely to suffer from that lack of means each time the officers cannot make the QFL play the role of a central labour body with a good financial standing, which the public already believes it to be.

A striking example of this embarrassing incapacity was given during the long-lasting strike of the 312 union members of the Firestone plant at Joliette. From the very beginning, those strikers hitched their wagon to the QFL



Louis Laberge



rather than stick to their international union. Everything went well as long as President Louis Laberge was able, without any inconvenience, to make resounding statements, in support of the strikers and against the company. It wasn't so rosy, however, when the strikers found out that the CNTU or the Québec Teachers Federation members received greater financial support than that provided by the QFL.

Faced with a concrete problem such as firing up the resistance of the strikers at the Firestone plant, Mr. Laberge, having no other way out, used persuasion. This often comes out well for him. And it is by holding several conferences and making good use of that weapon that he created a beginning of "geographical" solidarity within the international and national unions active in Québec.

And that is the main weapon of the QFL officers for changing their organization into an authorized if not authoritative central labour body. This is a great step toward achieving autonomy, but there are many more to come.

One of them is cohesion at the political level. Mr. Laberge, as well as the other union leaders, had sworn that they would have the Liberal Government ousted. Mr. Bourassa was re-elected with an unprecedented majority. The QFL must therefore start its political fight all over again.

To persuasion, Mr. Laberge added an enticing social program: nationalization of automobile insurance, increased medical care, strong demands concerning the status of women, denunciation of pro-management laws in labour legislation.

As a consequence, the political option of the QFL pleases the progressiveness of the "international union movement": sympathy for the Parti Québécois, option in favour of French as the official language, full support to Québec autonomists at loggerheads with federal centralizers.

From all this, one can draw a clear picture: the QFL reflects the Québec nationalist spirit and character as any other central labour body would. Among international unions, there is quite an awareness of this new image and reality. The QFL leaders take great comfort in this and are satisfied. No one disputes this image any more, even though the real power lies elsewhere.

(Marcel Pepin, a graduate of the University of Ottawa and of l'Université de Montréal, is a reporter with *La Presse*, a Montreal daily newspaper. He was appointed parliamentary correspondent for the Ottawa daily *Le Droit* in 1964. Four years later he became regional director of the Conseil économique de l'Outaouais.)

LABOUR LEGISLATION IN 1973

PART 2: WORKMEN'S COMPENSATION

BY MILTON F. HOUSE

Several provinces amended their workmen's compensation legislation in 1973. Alberta passed a new Act, the Workers' Compensation Act, effective January 1, 1974, to replace the Workmen's Compensation Act of 1948. The new Act includes revised procedures for processing claims, a general updating of benefits and increased emphasis on safety education. The Act is specifically called The Workers' Compensation Act to end previous male chauvinism in the compensating of Albertans injured on the job. Also implemented is a policy of universal application, with exclusions, reversing the present approach.

The New Brunswick Board made extensive changes to provisions governing third-party actions, and established an advisory committee to provide a continuing review of Board functions and service. Boards of Review were established in British Columbia to facilitate appeals on claims. Other provinces, such as Ontario, Nova Scotia and Québec, increased benefits or extended coverage.

EARNINGS CEILING

The ceiling on maximum annual earnings on which compensation payments are based was increased from \$7,600 to \$10,000 in Alberta and from \$8,600 to \$9,000 in British Columbia, effective January 1, 1974; in Newfoundland, from \$7,000 to \$9,000, which raised the

weekly compensation rate from \$100.97 to \$129.81 effective January 1, 1974. New Brunswick raised its ceiling from \$7,000 to \$7,500, which raised the weekly compensation from \$100.97 to \$108.17 effective January 1, 1974. Nova Scotia increased its ceiling from \$7,000 to \$9,000, effective January 1, 1974.

The increase under the federal Merchant Seamen Compensation Act was from \$6,000 to \$7,000, effective December 19, 1972. In P.E.I., effective January 1, 1974, the increase will be by \$1,000 to \$7,000. The ceiling was raised to the country's highest at the time in Ontario, where the increase was from \$9,000 to \$10,000 as of July 1, 1973. The amendment to the New Brunswick Act, which came into force June 1, 1973, raised the ceiling from \$7,000 to \$7,500; thereafter, reflecting increases in the

cost of living. The Board recognizes the possible increase in earnings for injured workmen under 21 years of age, in determining a close estimate of the actual earnings loss. This provision is retained by being made retroactive to offset the fact that the Age of Majority Act (which came into force August 1, 1972) reduced the age of majority to 19.

Nova Scotia amended the Workmen's Compensation Act to increase, for purposes of the Act, the minimum earnings base for volunteer firemen from \$2,000 a year to \$3,600 a year, excluding amounts in excess of a maximum \$9,000 a year in computing earnings. Also, the minimum earnings base for permanent partial disability is increased from \$200 a month to \$300 a month and the revised base will apply to all permanent partial disability pensioners regardless of whether the degree of disability is less than 15 per cent. The amendments are effective January 1, 1974.

DISABILITY BENEFITS

Provisions governing compensation for disability were amended in four provinces. **The new minimums are as follows:**

In Alberta, where permanent or temporary partial disability results from the injury, the Board must estimate the impairment of earning capacity from the nature and degree of disability be reason of the injury and award compensation based upon 75 per cent of the worker's average weekly earnings computed in accordance with the Act.

On and after January 1, 1974, a person receiving **compensation for permanent total or permanent partial disability** under any Workmen's Compensation Act of Alberta, irrespective of the date or time of the award or the accident that occasioned the award, shall be granted an additional payment of compensation sufficient to bring the monthly payment to him up to \$275 for total disability and a proportionate amount thereof for partial disability, calculated according to the percentage of disability assessed. These amounts represent the minimum amounts payable for permanent or partial disability.

The amount of compensation to which an injured person is entitled for **temporary total disability under the Act must not be less than the weekly equivalent of the amount payable for permanent**

total disability or, where his average earnings are less than such weekly equivalent, the amount of such earnings.

The New Brunswick amendment of June 1, 1973 included an increase in temporary total disability minimum benefit to \$45 from \$25 a week. The minimum for existing permanent total and permanent partial disability awards is increased from \$150 a month to \$250, effective July 1, 1973. The diminished earning capacity of the injured workman receiving a permanent partial award must be 5 per cent or more. A new provision removes the discriminatory payment of pensions to those disabled prior to 1940 and enables the Board to increase the minimum earnings (to \$250) on which the pension for partial disability pensioners (less than 50 per cent) is based, when the Board recognizes that extraordinary hardship is created as a result of factors relating to age, employment opportunities, training and other factors.

As of January 1, 1974, the minimum compensation payable to **permanent total disability pensioner in Nova Scotia** is increased from \$150 a month to \$225 a month. Also, a \$45 allowance is payable to a permanent total disability pensioner for each child under 18 years, or up to 21 years if the child's education is being continued.

	Disability	
	Permanent Total	Temporary Total
Alberta (effective January 1, 1974)	Weekly payment equal to 75% of The worker's average weekly earnings to maximum of \$10,000 per annum	Periodic weekly payment for period of disability equal to 75% of average weekly earnings
New Brunswick	\$250 a month	\$45 a week or earnings, if less
Nova Scotia (effective January 1, 1974)	\$225 a month and \$45 a month for each child under 18 years or to age of 21 if education being continued	Not less than 75% of the minimum wage fixed by the Minimum Wage Board
Ontario	\$250 a month	\$55 a week or earnings, if less

RIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER 1973 (PRELIMINARY) (CONT.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
				November	Accumulated	Termination Date	
Location							Result
Domtar Fine Papers Ltd., Windsor, Qué.	Pulp and Paper Workers Federation (CNTU)	650	1,300	1,300	Nov. 29	—	Employees locked out after slowdown to obtain pledge from company not to press charges for damages during previous walkout—
PRINTING AND PUBLISHING							
Montreal Standard Publishing Co., Montréal, Qué.	Graphic Arts Union Loc. 9-P (AFL-CIO/CLC)	150	2,700	2,700	Nov. 1 Nov. 27	—	Wages, seniority, overtime and vacations—Not reported.
PRIMARY METALS							
Reynolds Aluminum Co. of Canada Ltd., Cap de la Madeleine, Qué.	Steelworkers Loc. 7102 (AFL-CIO/CLC)	600	7,800	7,800	Nov. 14	—	Wages—
STEEL FABRICATING							
Greening-Donald Ltd., Orangeville, Ont.	Steelworkers Loc. 6266 (AFL-CIO/CLC)	110	2,100	2,100	Nov. 2	—	Not reported—
MACHINEERY							
Mathews Conveyor Co. Ltd., Port Hope, Ont.	Machinists Loc. 1805 (AFL-CIO/CLC)	230	2,070	11,730	Aug. 31 Nov. 14	—	Cost of living bonuses—24% increase over three years and cost of living escalator clause in third year.
TRANSPORTATION EQUIPMENT							
Hayes Trucks Ltd., Vancouver, B.C.	Steelworkers Loc. 3253 (AFL-CIO/CLC)	417	420	420	Nov. 1 Nov. 1	—	Wages, hours, fringe benefits—Not reported.
Motor Coach Industries, Fort Gary, Man.	Machinists Loc. 1953 (AFL-CIO/CLC)	850	11,540	11,540	Nov. 11	—	Wages—
Ford Motor Co. of Canada, Oakville, Windsor, Halbotville, Niagara Falls and Bramalea, Ont.	Auto Workers Loc. 1054, 200, 707 and 1520 (CLC)	15,000	85,000	85,000	Nov. 23	—	Wages and overtime—
REFRIGERICAL PRODUCTS							
Great Lakes Carbon, Berthierville, Qué.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	190	4,180	13,870	Aug. 19	—	Working conditions—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER 1973 (PRELIMINARY) (CONT.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
Location				November	Accumulated	Termination Date	Result
Westinghouse Canada Ltée Saint-Jean, Qué.	U.E. Loc. 560 (AFL-CIO/CLC)	272	1,360	1,360	Nov. 26 —	Wages, job evaluation and other provisions—	
NON-METALLIC MINERAL PRODUCTS							
Shockbeton Inc., Saint-Eustache, Qué.	Steelworkers Loc. 7443 (AFL-CIO/CLC)	165	1,320	1,820	Oct. 27 Nov. 13	Wages—No agreement signed. Return to work with 50¢ an hr. increase.	
CHEMICAL PRODUCTS							
Dow Chemical of Canada Ltd., Sarnia, Ont.	Oil Workers Loc. 9-672 (AFL-CIO/CLC)	800	17,600	28,000	Oct. 13 —	Failure to negotiate contract hours of work—	
Union Carbide Canada Ltd., Montréal, Qué.	United Oil Workers (CCU)	270	2,700	2,700	Nov. 17 —	Wages—	
Construction							
Alberta Insulators Contractors Assoc. Calgary area-Red Deer to U.S. Border.	Asbestos Workers Loc. 126 (AFL-CIO/CLC)	115	2,420	7,360	Aug. 31 —	Wages, hours, working conditions—	
Plastering Association of Toronto, Toronto, Ont.	Plasterers Loc. 48 (AFL-CIO/CLC)	250	5,500	8,250	Oct. 17 —	Not reported—	
Transportation and Utilities							
TRANSPORTATION							
Montréal Urban Community Transit Commission, Montréal, Qué.	Brotherhood of Bus Drivers Metro Operators and Allied Services (Ind.)	3,200	3,200	3,200	Nov. 7 Nov. 8	Wages, working conditions. Return of workers pending further contract talks.	
Montreal Urban Community Transit Commission, Montréal, Qué.	Brotherhood of Bus Drivers Metro Operators and Allied Services (Ind.)	3,200	3,200	3,200	Nov. 11 Nov. 12	Wages, working conditions. Not reported.	
*Capital Coach Lines Co. Ltd., Ottawa, Ont.	Railway, Transport & General Workers Loc. 270 (CLC)	155	1,400	1,400	Nov. 20 —	Wages—	

RIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER 1973 (PRELIMINARY) (CONT.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days November	Accu- mulated	Starting Date Termination Date	Major Issues Result
COMMUNICATION							
Okanagan Telephone Company, Okanagan Valley, B.C.	Federation of Telephone Workers of British Columbia (CLC)	550	11,550	38,730	Aug. 21 —	Wages, pension plan—	
Radio Québec, Montréal, Qué.	Service Employees Federation (CNTU)	143	3,060	8,170	Sep. 12 —	Wages, schedules & other—	
*Canadian Broadcasting Corporation, Canada-Wide (except Québec).	Newspaper Guild (AFL-CIO/CLC)	240	240	240	Nov. 20 Nov. 20	Failure of a federal mediator to resolve a contract dispute between the news staff and CBC management—Return of news reporters and editors.	
Trade							
Association des Epiciers détaillants en alimentation, Jonquière, Qué.	Commerce Federation (CNTU)	444	9,770	15,990	Oct. 12 —	Slowness in negotiations—	
Services							
EDUCATION							
University of Manitoba Fort Garry, Man.	Canadian Industrial Mechanical and Allied Workers (CCU)	450	900	7,200	Oct. 12 Nov. 5	Wages—30¢ an hr. increase or 8.5% whichever is greater retroactive from June 1, 1973, an additional 10¢ an hr. across the board eff. Nov. 2, 1973; wage adjustments for 60 union members.	
School District No. 34, Abbotsford, B.C.	Carpenters Loc. 1670 (AFL-CIO/CLC)	126	1,010	1,830	Oct. 23 Nov. 13	Wages and expiry date of contract—20¢ an hr. increase every six months; longer contract.	
SERVICES TO BUSINESS							
Atomic Energy of Canada Ltd., Pinawa, Man.	Machinists Loc. 608 (AFL-CIO/CLC)	122	610	5,120	Sep. 8 Nov. 8	Wages and improved benefits—Not reported.	
Atomic Energy of Canada Ltd., Chalk River, Ont.	Various unions Atomic Energy Allied Council	942	1,880	36,730	Sep. 10 Nov. 5	Wages and fringe benefits—Wage increases, improved vacations.	
MISCELLANEOUS SERVICES							
Maritime Employers Association, Halifax, N.S.	Int. Longshoremen's Assoc. Loc. 269 (AFL-CIO/CLC)	650	10,400	10,400	Nov. 8 —	Working conditions and wages—	

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER 1973 (PRELIMINARY) (CONCL'D.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
				November	Accu- mulated	Termination Date	

Administration

LOCAL ADMINISTRATION

City of Edmonton, Edmonton, Alta.	Amalgamated Transit Workers Loc. 569 (AFL-CIO/CLC)	682	1,360	1,360	Nov. 29 —	Wages, hours, application of increments and term of contract—
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*Federal Jurisdiction

CANADA DEPARTMENT OF LABOUR PUBLICATIONS

Industrial Relations Research in Canada (annual). An inventory of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. 1972. Cat. No. L2-29/1973.

ECONOMICS AND RESEARCH BRANCH

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications and the geographic distribution of their local branches in Canada. (Bilingual). Price \$1.50. Cat. No. L2-2/1972.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related statistics show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 75 cents. Cat. No. L2-1/1972.

Wage Rates, Salaries and Hours of Labour, 1972. An annual report which presents the results of a survey conducted at October 1 on occupational wage rates and standard hours of work in most industries and major communities in Canada. Paperback volume \$3.00. (Bilingual). Cat. No. L2-555.

Wage Rates, Salaries and Hours of Labour, 1973. An annual report in two volumes containing the results of an annual survey conducted at October 1 of occupational wage rates and standard hours of work in selected industries throughout Canada. Two volumes are published in December in preliminary form; Volume 1 covers salaries and wage rates of office, maintenance and service occupations in major communities; Volume 2 presents information on wage rates and hours of work for production and maintenance occupations in most industries. A final version, in two corresponding volumes, follows several months later. Price of the four-volume report: \$7.50; individual volumes, \$3.50. (Bilingual) Cat. No. L2-556.

Working Conditions in Canadian Industry, 1972. (Bilingual). Price \$2.00. Cat. No. L2-15/1972.

Productivity, Costs and Prices. An examination of trends in selected manufacturing industries, by Allan A. Porter. 1973. Occasional Paper No. 7. Price \$3.75. Cat. No. L41-1173.

Institutions of Industrial Relations in Continental Europe. by Paul H. Jones. Economic Council of Canada. \$3.00. Cat. No. L41-1273.

WOMEN'S BUREAU

Women's Bureau '69. Papers dealing with the new role of women; discriminatory practices in connection with the recruitment of highly qualified women; and a consideration of the economic value of unpaid domestic services. (Bilingual). Free.

Women's Bureau '70. Papers dealing with discriminatory provisions in legislation and discriminatory practices in conditions of employment; discriminatory practices in academic appointments of women in Canadian universities; and a consideration of the status of the housewife in reference to the labour force. (Bilingual). Free.

Women's Bureau '71. Papers dealing with statistical data on working women; need for perseverance in rectifying injustices affecting working women; actions taken as a result of the Report of the Royal Commission on the Status of Women; and two international agencies with which the Women's Bureau is closely associated. (Bilingual). Free.

Women's Bureau '72. Papers dealing with union responsibility for equal opportunity for women; occupational segregation in the health professions; past setbacks in achieving equality; the double jeopardy of socially disadvantaged women. And two communications with the press. (Bilingual). Free.

Women's Bureau '73. Papers dealing with the role of social workers and the status of women; organized labour in relation to working women; the rights of man and the status of women; equality in pensions for working women; and Quebec's contribution to the status of women in Canada. (Bilingual). Free.

Women in the Labour Force: Facts and Figures (1973 edition). 108 tables of statistics on many aspects of women's participation in the labour force. It includes sections on earnings, professions, manpower placements and trainees, historical data and projections. Free.

Conventions and Laws Relating To Working Women (Bilingual). Free.

LEGISLATIVE RESEARCH BRANCH

Labour Relations Legislation in Canada. A comparative study of the federal and provincial Labour Relations Acts in Canada as they existed at the end of 1968. (A separate reprint, published yearly, updating material in this publication, is available free on request). Price \$3.50. Cat. No. L34-2069.

Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section) and workmen's compensation. (English or French). Price \$1.00. Cat. No. L2-7/1972.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available free on request). 1969. (English or French). Price \$1.00. Cat. No. L34-1969.

ACCIDENT PREVENTION AND COMPENSATION BRANCH

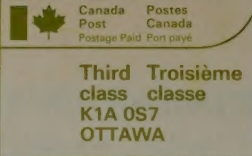
Safety Perspective Sécurité. Periodical designed to assist employers and employees in upgrading accident prevention programs. (Bilingual). Free. Cat. No. L36-2072.

Canada Occupational Safety Manual. Intended as a guide to persons charged with developing and maintaining an accident prevention program. 1. Planning for Safety. 2. Employment Safety Audit Guide. 3. Accident Investigating and Reporting. (English or French). 50 cents each.

Bibliography, Occupational Safety and Health. Lists some 500 selected holdings of Technical Library. Accident Prevention Division, 1971. Free.

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